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## 1998 A Study of the Status of Women Faculty at the University of Tennessee, Knoxville, 1970 - 1971 through 1997 - 1998

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**A Study of the Status of Women Faculty  
at The University of Tennessee, Knoxville  
1970-1971 through 1997-1998**

## **SECTION I**

### **Status of Women Faculty at UTK: 1970-1997**

**Data primarily from UTK Affirmative Action Plan**

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- A.2 Women Academic-Professional Employees: May 3, 1972
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- A.5 Tenured UTK Faculty by Male and Female: 1987-1997
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D.2. Fall 1977

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D.4. October 1, 1986

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## Information from UTK Affirmative Action Plan: Explanation of Data

Information from the Affirmative Action Plan is for the EEO-6 Category 02 of Faculty. Executive/Administrative/Managerial positions are not reported in this category. Separate tables appear for Regular and Term Employees and for Regular Employees.

Data for the following Faculty Job Groups are included in the tables for the 1990s:

- Architecture and Planning
- Arts and Sciences: Humanities
- Arts and Sciences: Social Sciences
- Arts and Sciences: Natural Sciences
- Biomedical Sciences
- Business Administration
- Communications
- Education
- Engineering
- Human Ecology
- School of Information Science
- Law
- Libraries
- Non-Tenure Track
- Nursing
- Social Work

The College of Veterinary Medicine, the Space Institute, and the College of Agriculture are not included in the data.

The absence of a separate line for Non-Tenure Track in the documents located for the 1980s governed the choice of 1990 as the beginning date for some tables in this study.

The format for presenting the utilization analyses varies. In Part I of some of the Plans through 1986, departments are included. Beginning with 1987, Volume I contains instead a summary of the job groups listed above (with the variation in Non-Tenure Track noted). Information on departments could be checked in the additional volumes, such as Volume VI of the 1995-96 Plan. That volume also explains the methodology used for determining underrepresentation, including a new method first used in the 1988-89 Plan (1-3).

The meanings of key terms are explained as follows in Volume I of the 1996-97 Plan:

Federal regulations define underutilization as having fewer minorities or females in a particular job group than would reasonably be expected by their availability. Availability is the percentage of minorities or females who have the skills required for entry into a specific job group, or who are capable of acquiring them. (26)

**SECTION I. PART A**  
**Overview: 1970-1997**

- A.1        Statistics on Women Faculty: 1970-1971
- A.2        Women Academic-Professional Employees: May 3, 1972
- A.3        Summary of the Status of Women Faculty: 1975-1986
- A.4        Total Regular and Term Faculty Compared with Total  
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- A.5        Tenured UTK Faculty by Male and Female: 1987-1997
- A.6        Full-Time Instructional Faculty by Gender: 1989-1997
- A.7        Total Faculty and Non-Tenure Track by Gender: 1990-1997

## Statistics on Women Faculty: 1970-71

### Source:

McGinnis, Pam. "Women's League Cites Sex Discrimination at UT."  
Daily Beacon 20 June 1972: 1.

Based on statistics for 1970-71, the Women's Equity Action League filed a class action suit for sex discrimination against the University of Tennessee. The following statistics were among those used as evidence of sex discrimination at UTK.

"Only 14.6 per cent of the full time faculty of 1,070 are women, but 26 per cent of part-time employees are women, a position which pays relatively less and offers no security or fringe benefits."

"Of the full-time women faculty members, 73.4 per cent are in the lower ranks of assistant professor and instructor."

Units with 0 full-time women faculty:

Agriculture  
Biomedical Science  
Engineering  
Law  
Planning

Units with 1 woman faculty member:

Architecture  
Communications  
Space Institute

Distribution of faculty by gender in the College of Liberal Arts:

	<u>Men</u>	<u>Women</u>
Professor	117	3
Associate Professor	115	6
Assistant Professor	114	8
Instructor	53	59

## Women Academic-Professional Employees--May 3, 1972

### Information from the Task Force on Women 1972 Report

Explanation of categories from page 75:

Joint = administrators with faculty rank

No Rank = administrators without faculty rank

All totals include both full-time and part-time.

From Table 22, Page 73

	<u>Women</u>		<u>Men</u>	
	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>
<u>Appointment</u>				
Faculty	252	22%	898	78%
Joint	14	10%	128	90%
<u>Subtotal</u>	266		1026	
Administrative	29	19%	125	81%
<u>Total</u>	295		1151	
<u>Rank</u>				
Lecturer	2	5%	41	95%
Instructor	128	52%	117	48%
Assistant Professor	80	22%	289	78%
Associate Professor	29	10%	274	90%
Professor	27	8%	304	92%
<u>Subtotal</u>	266		1025	
No Faculty Rank	29	19%	126	81%
<u>Time</u>				
Part-Time	66	31%	145	69%
Full-Time	229	19%	1006	81%
<u>Total</u>	295		1151	

# Women Academic-Professional Employees--May 3, 1972

Page 2

From Table 21, Page 72

Females as a Percentage of Total Female Population in Each Academic-Professional Rank Compared with Males as a Percentage of Total Male Population in Each Academic-Professional Rank (full-time and part-time)

	<u>Women</u>		<u>Men</u>	
	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>
No Rank	29	10%	126	11%
Lecturer	2	1%	41	4%
Instructor	128	43%	117	10%
Assistant Professor	80	27%	289	25%
Associate Professor	29	10%	274	24%
Professor	27	9%	304	26%
<u>Total</u>	295	100%	1151	100%

## Women as Full Professors

Information from the text, page 71

Total including department heads (all heading "traditionally female departments"): 26

Total excluding department heads: 16

### Distribution:

Library Staff	4
Home Economics	5
Women's Physical Education	2
Social Work	1
English	1
Mathematics	1
Physics	2

From Task Force on Women 1972 Report

TABLE 25

PERCENTAGES OF MALE AND FEMALE PROFESSIONAL-ADMINISTRATIVE EMPLOYEES  
IN EACH ACADEMIC RANK, UTK COMPARED WITH NATIONAL COLLEGE & UNIVERSITY AVERAGES

<u>Rank</u>	Male		Female	
	<u>U.T.</u>	<u>National*</u>	<u>U.T.</u>	<u>National*</u>
Instructor	10%	11.5%	43%	35.7%
Assistant Professor	25%	29.4%	27%	30.7%
Associate Professor	24%	23.8%	10%	15.1%
Professor	26%	30.1%	9%	9.9%
Lecturer	4%	2.7%	1%	4.0%
No Faculty Rank	11%	.3%	10%	.3%
Other	--	2.2%	--	4.2%
TOTAL	100%	100%	100%	100%

\*SOURCE: Alan E. Bayer, College and University Faculty: A Statistical Description, A.C.E. Research Reports, Vol. 5, No. 5 (Washington: American Council on Education, 1970).

From Task Force on Women 1972 Report

TABLE 23

FULL-TIME WOMEN Ph.D.'s AND Ed.D.'s BY RANK AND DEPARTMENT

<u>Department</u>	<u>Assistant Professor</u>	<u>Associate Professor</u>	<u>Professor</u>
Economics	2		
Office Administration	1		
Curriculum & Instruction	3	1	
Educational Psychology & Guidance	2		
Health, P.E., & Recreation	1	1	2
Child Development & Family Relationships			1
Food Science & Institutional Management		1	3
Home Economics			1
Home Economics Education			1
Home Management & Family Economics	1		1
Nutrition		1	2
Related Arts & Crafts & ID			1
Textiles & Clothing	1		1
Botany		2	
English	3		1
Germanic & Slavic Languages	1		
History	1		
Mathematics	1	1	1
Music		1	
Physics* & Astronomy			1
Romance Languages	1		
Sociology	1		
Zoology & Entomology	1		
U.T. Space Institute		1	
All other departments - NONE			

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\*Plus one at Instructor rank



## Summary of the Status of Women Faculty: 1975-1986

### From annual Affirmative Action Plan

Note: The basis of the numbers may vary. See notes on underutilization charts.

	<u># of Women</u>	<u>% Women</u>
<u>Fall 1975</u>		
UTK	227	20.4%
<u>Fall 1977</u>		
UTK	238	21.3%
UTSI	1	3.7%
<u>November 1981 Report</u>		
UTK	342*	25.0%
UTSI	1	2.2%
<u>1985</u>	328**	25.9%
<u>1986</u>	346**	26.3%

\*Category: Faculty and Other Instructional Staff

\*\*Total Faculty

**Total Regular & Term Faculty Compared with Total Regular Faculty  
by Gender: 1986-1997**

EEO-6 Category--Faculty

Not included: College of Veterinary Medicine, Space Institute,  
College of Agriculture

Information through 1996 from Vol. 1 of the annual UTK  
Affirmative Action Plan; 1997 information from the UTK Fact Book  
(web)

Oct. 1	<u>Regular and Term</u>			<u>Regular</u>		
	<u>Total</u>	<u>Women</u>	<u>Net +/-</u>	<u>Total</u>	<u>Women</u>	<u>Net +/-</u>
1986	1295	342		1176	291	
1987	1310	351	+9	1205	299	+8
1988	1406	412	+61	1211	307	+8
1989						
1990	1350	392	-20*	1160	299	-8*
1991	1313	386	-6	1159	304	+5
1992	1318	393	+7	1142	301	-3
1993	1332	408	+15	1170	322	+21
1994	1372	438	+30	1196	338	+16
1995	1378	434	-4	1204	339	+1
1996	1327	418	-16	1160	324	-15
1997	1317	435	+17			

\*net change compared to 1988; 1989 information not available

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**Full-Time Instructional Faculty by Gender:  
Charts in the Annual UTK Fact Book**

Includes 9 and 12-month appointments; all ranks from Lecturer through Professor; tenured, on-track, and non-tenured

Part I: Numbers do not include the College of Veterinary Medicine, the Space Institute, or the Institute of Agriculture. They do include small numbers for the College of Agriculture: 14 for 1989, 12 for 1992, and 13 for 1993, although no women are included in those numbers.

Part II: Beginning with 1994, the charts exclude only the Space Institute. The numbers for Agricultural Sciences & Natural Resources and for Veterinary Medicine, with totals of 114 and 79 respectively for 1994, account for most of the increases between 1993 and 1994 and add 30 to the total for women for 1994.

<u>Date</u>	<u># of Faculty</u>	<u>Men</u>		<u>Women</u>	
		<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>
Fall					
<u>Part I:</u>					
1989	1,113	864	77.6%	249	22.4%
1992	1,072	826	77.1%	246	22.9%
1993	1,098	836	76.1%	262	23.9%
<u>Part II:</u>					
1994	1,275	982	77.0%	293	23.0%
1995	1,304	994	76.2%	310	23.8%
1996	1,253	952	76.0%	301	24.0%
1997	1,203	900	74.8%	303	25.2%

**Total Faculty and Non-Tenure Track:  
EEO-6 Category and Job Group by Gender**

Clarification of the data:

Included: All employees--regular, term, full-time, part-time--in Education & General and Auxiliary Enterprise accounts

Not Included: College of Agricultural Sciences & Natural Resources, Space Institute, College of Veterinary Medicine

Explanation of the chart:

The column for "Total Number & % of Total" is a breakdown of the number under "Total (All)" by gender and the percentage of the total faculty positions held by each group. The columns for "Non-Tenure" indicate how many of the total for the **category** come from the non-tenure track and what percentage of the **group's** total is from non-tenure positions.

<u>Date</u>	<u>Total</u> <u>(All)</u>	<u>Men</u>			<u>Women</u>		
		<u>Total</u> <u>Number</u> <u>&amp; % of</u> <u>Total</u>	<u>Non-Tenure</u> <u>#</u>	<u>%</u>	<u>Total</u> <u>Number</u> <u>&amp; % of</u> <u>Total</u>	<u>Non-Tenure</u> <u>#</u>	<u>%</u>
Fall							
1990	1,350	958 70.96%	208	21.71%	392 29.04%	162	41.33%
1991	1,313	927 70.60%	177	19.09%	386 29.40%	154	39.90%
1992	1,318	925 70.18%	187	20.22%	393 29.82%	167	42.49%
1993	1,332	924 69.37%	178	19.26%	408 30.63%	171	41.91%
1994	1,372	934 68.08%	180	19.27%	438 31.92%	184	42.01%
1995	1,378	944 68.51%	187	19.81%	434 31.49%	180	41.47%
1996	1,327	909 68.50%	178	19.58%	418 31.50%	168	40.19%
1997	1,317	882 66.97%	192	21.77%	435 33.03%	190	43.68%

**Total Faculty and Non-Tenure Track:**  
**EEO-6 Category and Job Group by Gender (continued)**

**Sources:**

UTK Affirmative Action Plan. October 1, 1991--September 30, 1992. Vol. 1. 34.

UTK Fact Book. 1992-93 through 1997-98, with supplemental information for 1997 from the web publication.

**SECTION I. PART B**

**Regular Faculty: 1990-1996**

B.1        Total Regular Faculty Including Non-Tenure Track

B.2        Total Regular Faculty Excluding Non-Tenure Track

B.3        Regular Faculty by Unit (College/School)

Architecture and Planning

Arts and Sciences--Humanities

Arts and Sciences--Social Sciences

Arts and Sciences--Natural Sciences

Biomedical Science

Business Administration

Communications

Education

Engineering

Human Ecology

School of Information Science

Law

Libraries

Non-Tenure Track

Nursing

Social Work

**Total Regular Faculty Including Non-Tenure Track:  
EEO-6 Category and Job Group**

Not Included in the data:

College of Agricultural Sciences & Natural Resources, Space  
Institute, College of Veterinary Medicine

**Explanation of the chart:**

The column for "Total Number & % of Total" is a breakdown of the number under "Total (All)" by gender and the percentage of the total faculty positions held by each group. The columns for "Non-Tenure" indicate how many of the total for the **category** come from the non-tenure track and what percentage of the **group's** total is from non-tenure positions.

<u>Date</u> 10/1	<u>Total</u> (All)	<u>Men</u>			<u>Women</u>		
		<u>Total</u> <u>Number</u> & % of <u>Total</u>	<u>Non-Tenure</u> <u>#</u>	<u>%</u>	<u>Total</u> <u>Number</u> & % of <u>Total</u>	<u>Non-Tenure</u> <u>#</u>	<u>%</u>
1990	1,160	861 74.22%	112	13.01%	299 25.78%	69	23.08%
1991	1,159	855 73.77%	106	12.40%	304 26.23%	72	23.68%
1992	1,142	841 73.64%	103	12.25%	301 26.36%	75	24.92%
1993	1,170	848 72.48%	102	12.03%	322 27.52%	85	26.40%
1994	1,196	858 71.74%	104	12.12%	338 28.26%	84	24.85%
1995	1,204	865 71.84%	109	12.60%	339 28.16%	85	25.07%
1996	1,160	836 72.07%	105	12.56%	324 27.93%	75	23.15%

Sources:

UTK Affirmative Action Plan. Vol. 1. 1991-92, 1992-93, 1993-94,  
1995-96, 1996-97.



**Total Regular Faculty Excluding Non-Tenure Track:  
EEO-6 Category and Job Group**

Not Included in the data:

College of Agricultural Sciences & Natural Resources, Space  
Institute, College of Veterinary Medicine

<u>Date</u> 10/1	<u>Total</u>	<u>Men</u>		<u>Women</u>	
		<u>Number</u>	<u>% of Total</u>	<u>Number</u>	<u>% of Total</u>
1990	979	749	76.51%	230	23.49%
1991	981	749	76.35%	232	23.65%
1992	964	738	76.56%	226	23.44%
1993	983	746	75.89%	237	24.11%
1994	1,008	754	74.80%	254	25.20%
1995	1,010	756	74.85%	254	25.15%
1996	980	731	74.59%	249	25.41%

Sources:

UTK Affirmative Action Plan. Vol. 1. 1991-92, 1992-93, 1993-94,  
1995-96, 1996-97.

**REGULAR FACULTY: ARCHITECTURE AND PLANNING**

<u>Date</u>	<u>Total</u>	<u>Women</u>	<u>Net +/-</u>	<u>% Women</u>
10/1/90	20	3		15.0%
10/1/91	21	3	0	14.3%
10/1/92	22	3	0	13.6%
10/1/93	21	3	0	14.3%
10/1/94	23	2	-1	8.7%
10/1/95	24	2	0	8.3%
9/30/96	22	1	-1	4.5%

Information based on Volume 1 of the annual UTK Affirmative Action Plan, as available

REGULAR FACULTY: ARTS & SCIENCES--HUMANITIES

<u>Date</u>	<u>Total</u>	<u>Women</u>	<u>Net +/-</u>	<u>% Women</u>
10/1/90	178	51		28.7%
10/1/91	183	52	+1	28.4%
10/1/92	181	50	-2	27.6%
10/1/93	184	53	+3	28.8%
10/1/94	180	55	+2	30.6%
10/1/95	187	59	+4	31.6%
9/30/96	179	55	-4	30.7%

Information based on Volume 1 of the annual UTK Affirmative  
Action Plan, as available

REGULAR FACULTY: ARTS & SCIENCES--SOCIAL SCIENCES

<u>Date</u>	<u>Total</u>	<u>Women</u>	<u>Net +/-</u>	<u>% Women</u>
10/1/90	104	23		22.1%
10/1/91	107	22	-1	20.6%
10/1/92	108	22	0	20.4%
10/1/93	109	23	+1	21.1%
10/1/94	114	24	+1	21.1%
10/1/95	112	23	-1	20.5%
9/30/96	110	24	+1	21.8%

Information based on Volume 1 of the annual UTK Affirmative  
Action Plan, as available

**REGULAR FACULTY: ARTS & SCIENCES--NATURAL SCIENCES**

<u>Date</u>	<u>Total</u>	<u>Women</u>	<u>Net +/-</u>	<u>% Women</u>
10/1/90	183	15		8.2%
10/1/91	186	16	+1	8.6%
10/1/92	187	17	+1	9.1%
10/1/93	196	19	+2	9.7%
10/1/94	194	20	+1	10.3%
10/1/95	198	19	-1	9.6%
9/30/96	194	20	+1	10.3%

Information based on Volume 1 of the annual UTK Affirmative Action Plan, as available

REGULAR FACULTY: BIOMEDICAL SCIENCE

<u>Date</u>	<u>Total</u>	<u>Women</u>	<u>Net +/-</u>	<u>% Women</u>
10/1/90	1	0		
10/1/91	1	0	0	0%
10/1/92	1	0	0	0%
10/1/93	1	0	0	0%
10/1/94	1	0	0	0%
10/1/95	1	0	0	0%
9/30/96	1	0	0	0%

Information based on Volume 1 of the annual UTK Affirmative Action Plan, as available

**REGULAR FACULTY: BUSINESS ADMINISTRATION**

<u>Date</u>	<u>Total</u>	<u>Women</u>	<u>Net +/-</u>	<u>% Women</u>
10/1/90	96	13		13.5%
10/1/91	96	14	+1	14.6%
10/1/92	90	14	0	15.6%
10/1/93	97	17	+3	17.5%
10/1/94	95	16	-1	16.8%
10/1/95	92	15	-1	16.3%
9/30/96	93	17	+2	18.3%

Information based on Volume 1 of the annual UTK Affirmative Action Plan, as available

REGULAR FACULTY: COMMUNICATIONS

<u>Date</u>	<u>Total</u>	<u>Women</u>	<u>Net +/-</u>	<u>% Women</u>
10/1/90	17	7		41.2%
10/1/91	20	8	+1	40.0%
10/1/92	20	7	-1	35.0%
10/1/93	21	8	+1	38.1%
10/1/94	24	9	+1	37.5%
10/1/95	20	8	-1	40.0%
9/30/96	19	6	-2	31.6%

Information based on Volume 1 of the annual UTK Affirmative Action Plan, as available



# **REGULAR FACULTY: EDUCATION**

<u>Date</u>	<u>Total</u>	<u>Women</u>	<u>Net +/-</u>	<u>% Women</u>
10/1/90	112	30		26.8%
10/1/91	103	29	-1	28.2%
10/1/92	97	26	-3	26.8%
10/1/93	92	25	-1	27.2%
10/1/94	87	31	+6	35.6%
10/1/95	74	23	-8	31.1%
9/30/96	74	23	0	31.1%

Information based on Volume 1 of the annual UTK Affirmative  
Action Plan, as available

**REGULAR FACULTY: ENGINEERING**

<u>Date</u>	<u>Total</u>	<u>Women</u>	<u>Net +/-</u>	<u>% Women</u>
10/1/90	120	4		3.3%
10/1/91	117	5	+1	4.3%
10/1/92	113	4	-1	3.5%
10/1/93	119	5	+1	4.2%
10/1/94	121	5	0	4.1%
10/1/95	121	5	0	4.1%
9/30/96	115	5	0	4.3%

Information based on Volume 1 of the annual UTK Affirmative Action Plan, as available

**REGULAR FACULTY: HUMAN ECOLOGY**

<u>Date</u>	<u>Total</u>	<u>Women</u>	<u>Net +/-</u>	<u>% Women</u>
10/1/90	34	20		58.8%
10/1/91	34	20	0	58.8%
10/1/92	32	19	-1	59.4%
10/1/93	34	20	+1	58.8%
10/1/94	51	23	+3	45.1%
10/1/95	54	23	0	42.6%
9/30/96	53	24	+1	45.3%

Information based on Volume 1 of the annual UTK Affirmative Action Plan, as available

**REGULAR FACULTY: SCHOOL OF INFORMATION SCI.**  
(Lib. & Inf. Sci.; Grad. Sch. Lib. & Info. Sci.)

<u>Date</u>	<u>Total</u>	<u>Women</u>	<u>Net +/-</u>	<u>% Women</u>
10/1/90	9	3		33.3%
10/1/91	9	3	0	33.3%
10/1/92	8	2	-1	25.0%
10/1/93	7	1	-1	14.3%
10/1/94	9	3	+2	33.3%
10/1/95	10	5	+2	50.0%
9/30/96	10	6	+1	60.0%

Information based on Volume 1 of the annual UTK Affirmative  
Action Plan, as available

REGULAR FACULTY: LAW

<u>Date</u>	<u>Total</u>	<u>Women</u>	<u>Net +/-</u>	<u>% Women</u>
10/1/90	27	8		29.6%
10/1/91	24	6	-2	25.0%
10/1/92	26	8	+2	30.8%
10/1/93	24	7	-1	29.2%
10/1/94	29	8	+1	27.6%
10/1/95	30	10	+2	33.3%
9/30/96	31	11	+1	35.5%

Information based on Volume 1 of the annual UTK Affirmative  
Action Plan, as available

# **REGULAR FACULTY: LIBRARIES**

<u>Date</u>	<u>Total</u>	<u>Women</u>	<u>Net +/-</u>	<u>% Women</u>
10/1/90	40	28		70.0%
10/1/91	39	28	0	71.8%
10/1/92	38	26	-2	68.4%
10/1/93	39	27	+1	69.2%
10/1/94	43	31	+4	72.1%
10/1/95	45	32	+1	71.1%
9/30/96	39	28	-4	71.8%

Information based on Volume 1 of the annual UTK Affirmative Action Plan, as available

**REGULAR FACULTY: NON-TENURE TRACK**

<u>Date</u>	<u>Total</u>	<u>Women</u>	<u>Net +/-</u>	<u>% Women</u>
10/1/90	181	69		38.1%
10/1/91	178	72	+3	40.4%
10/1/92	178	75	+3	42.1%
10/1/93	187	85	+10	45.5%
10/1/94	188	84	-1	44.7%
10/1/95	194	85	+1	43.8%
9/30/96	180	75	-10	41.7%

Information based on Volume 1 of the annual UTK Affirmative  
Action Plan, as available

REGULAR FACULTY: NURSING

<u>Date</u>	<u>Total</u>	<u>Women</u>	<u>Net +/-</u>	<u>% Women</u>
10/1/90	19	18		94.7%
10/1/91	18	17	-1	94.4%
10/1/92	18	18	+1	100.0%
10/1/93	19	19	+1	100.0%
10/1/94	14	14	-5	100.0%
10/1/95	16	15	+1	93.8%
9/30/96	16	15	0	93.8%

Information based on Volume 1 of the annual UTK Affirmative Action Plan, as available



REGULAR FACULTY: SOCIAL WORK

<u>Date</u>	<u>Total</u>	<u>Women</u>	<u>Net +/-</u>	<u>% Women</u>
10/1/90	19	7		36.8%
10/1/91	23	9	+2	39.1%
10/1/92	23	10	+1	43.5%
10/1/93	20	10	0	50.0%
10/1/94	23	13	+3	56.5%
10/1/95	26	15	+2	57.7%
9/30/96	24	14	-1	58.3%

Information based on Volume 1 of the annual UTK Affirmative Action Plan, as available

**SECTION I. PART C**  
**Faculty: October 1995**

- Part C.1.           Total Faculty--October 1995**
- C.1.a.           Number of Total Faculty by Rank and Gender**
  - C.1.b.           Percentage of Each Rank Held by Men and Women**
  - C.1.c.           Percentage Distribution of Total by Rank and Gender**
  - C.1.d.           Percentages Showing Distribution of Total Men by Rank and of Total Women by Rank**

Number of Total Faculty by Rank and Gender--10/1/95

Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Rank</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>
Professor	545	478	67
Associate Professor	310	212	98
Assistant Professor	286	171	115
Instructor	167	45	122
Lecturer	67	36	31
	—	—	—
Totals	1375	942	433

Total Faculty--10/1/95:  
Percentage of Each Rank Held by Men and Women

Data for EEO-6 Category 2 from Volume 5, Appendix J, University  
of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Rank</u>	<u>Men</u>	<u>Women</u>
Professor	87.7%	12.3%
Associate Professor	68.4%	31.6%
Assistant Professor	59.8%	40.2%
Instructor	26.9%	73.1%
Lecturer	53.7%	46.3%
	_____	_____
Percent of Total	68.5%	31.5%

Total Faculty--10/1/95:  
Percentage Distribution of Total by Rank and Gender

Data for EEO-6 Category 2 from Volume 5, Appendix J, University  
of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Rank</u>	<u>% of Total</u>
Professor	
Men	34.8%
Women	4.9%
Associate Professor	
Men	15.4%
Women	7.1%
Assistant Professor	
Men	12.4%
Women	8.4%
Instructor	
Men	3.3%
Women	8.9%
Lecturer	
Men	2.6%
Women	2.3%

Total Faculty--10/1/95:  
Percentages Showing Distribution of Total Men by Rank and  
of Total Women by Rank

Data for EEO-6 Category 2 from Volume 5, Appendix J, University  
of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Rank</u>	<u>Men</u>	<u>Women</u>
Professor	50.74%	15.47%
Associate Professor	22.51%	22.63%
Assistant Professor	18.15%	26.56%
Instructor	4.78%	28.18%
Lecturer	3.82%	7.16%
	<hr/>	<hr/>
	100%	100%

SECTION I. PART C

Faculty: October 1995

- Part C.2.        Summaries of Total Faculty by Major Unit--October  
                  1995
  - C.2.a.        All Ranks
  - C.2.b.        Assistant Professor and Above
  - C.2.c.        Comparison of 1987, 1988, and 1995

**Summary of Total Faculty by Unit--10/1/95:  
All Ranks, Including Non-Tenure Track**

**Data for EEO-6 Category 2 from Volume 5, Appendix J, University  
of Tennessee, Knoxville Affirmative Action Plan, 1995-96**

<u>Unit</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>% Women</u>
Architecture & Planning	37	30	7	18.9%
Arts/Sciences				
Humanities	300	165	135	45.0%
Social Sci.	139	108	31	22.3%
Natural Sci.	273	236	37	13.6%
Biomedical Science	3	2	1	33.3%
Business Administration	111	89	22	19.8%
Communications	26	16	10	38.5%
Education	91	55	36	39.6%
Engineering	140	134	6	4.3%
Human Ecology	76	40	36	47.4%
Information Science	11	6	5	45.5%
Law	28	20	8	28.6%
Law Library	6	1	5	83.3%
Library	50	14	36	72.0%
Nursing	32	0	32	100.0%
Other	16	13	3	18.8%
Social Work	36	13	23	63.9%
Totals	1375	942	433	31.5%



**Summary of Total Faculty by Unit--10/1/95:  
Assistant Professor and Above, Including Non-Tenure Track**

**Data for EEO-6 Category 2 from Volume 5, Appendix J, University  
of Tennessee, Knoxville Affirmative Action Plan, 1995-96**

<u>Unit</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>% Women</u>
Architecture & Planning	29	24	5	17.2%
Arts/Sciences				
Humanities	199	134	65	32.7%
Social Sci.	129	104	25	19.4%
Natural Sci.	249	225	24	9.6%
Biomedical Science	3	2	1	33.3%
Business Administration	93	78	15	16.1%
Communications	18	12	6	33.3%
Education	78	54	24	30.8%
Engineering	136	131	5	3.7%
Human Ecology	63	38	25	39.7%
Information Science	10	6	4	40.0%
Law	26	20	6	23.1%
Law Library	5	1	4	80.0%
Library	45	13	32	71.1%
Nursing	21	0	21	100.0%
Other	10	8	2	20.0%
Social Work	27	11	16	59.3%
Totals	1141	861	280	24.5%

**Total Faculty by Unit--Comparison of 1987, 1988, and 1995:  
All Ranks, Including Non-Tenure Track**

**Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96; Table for Regular and Term Employees, Affirmative Action Plan, 1988-89**

<u>Unit</u>	<u>10/1/87</u>		<u>10/1/88</u>		<u>10/1/95</u>	
	<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>
Architecture	34	5	31	5		
Planning	5	0	4	0		
Both					37	7
Arts/Sciences						
Humanities	274	106	292	115	300	135
Social Sci.	134	34	141	36	139	31
Natural Sci.	248	29	253	33	273	37
Biomedical Science	6	3	5	1	3	1
Business Administration	117	14	122	18	111	22
Communications	22	8	23	9	26	10
Education	148	40	194	74	91	36
Engineering	133	6	145	7	140	6
Human Ecology	40	21	47	30	76	36
Information Science	8	3	8	4	11	5
Law	34	7	34	9	28	8
Libraries	42	29	42	26		
Law Library					6	5
Library					50	36
Nursing	32	31	31	30	32	32
Social Work	33	15	34	15	36	23
Other					16	3
Totals	<u>1310</u>	<u>351</u>	<u>1406</u>	<u>412</u>	<u>1375</u>	<u>433</u>

SECTION I. PART C

Faculty: October 1995

Part C.3.        Summaries of Total Faculty by Department--October  
1995

C.3.a.        All Ranks

C.3.b.        Assistant Professor and Above

**Summary of Total Faculty by Department--10/1/95:  
All Ranks, Including Non-Tenure Track**

**Data for EEO-6 Category 2 from Volume 5, Appendix J, University  
of Tennessee, Knoxville Affirmative Action Plan, 1995-96**

<u>Department</u>	<u>Total #</u>	<u># Women</u>	<u>% Women</u>
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**Arts & Sciences:  
Humanities**

Art	34	13	38.2%
Classics	6	2	33.3%
English	85	39	45.9%
Germanic/Slavic Langs.	11	7	63.6%
Music	51	14	27.5%
Philosophy	17	4	23.5%
Religious Studies	13	5	38.5%
Romance Langs.	56	38	67.9%
Speech Comm.	14	7	50.0%
Theatre	13	6	46.2%

**Arts & Sciences:  
Social Sciences**

Anthropology	12	3	25.0%
Audiology/Speech Path.	14	7	50.0%
Geography	12	2	16.7%
History	28	8	28.6%
Political Science	21	2	9.5%
Psychology & Psych. Clinic	30	6	20.0%
Sociology	14	3	21.4%
Special Programs	8	0	0.0%

**Arts & Sciences:  
Natural Sciences**

Biochemistry	23	5	21.7%
Division of Biology	4	2	50.0%
Botany	14	3	21.4%
Chemistry	31	2	6.5%
Computer Science	18	3	16.7%
Ecology	4	1	25.0%
Geological Sciences	20	2	10.0%
Mathematics	67	11	16.4%
Microbiology	13	1	7.7%
Physics/Astronomy	61	4	6.6%
Zoology	18	3	16.7%

**Summary of Total Faculty by Department--10/1/95: All Ranks,  
Including Non-Tenure Track  
Page 2**

<u>Department</u>	<u>Total #</u>	<u># Women</u>	<u>% Women</u>
<b>Business Administration</b>			
Accounting/ Business Law	22	6	27.3%
Economics	21	3	14.3%
Finance	13	1	7.7%
Management	18	3	16.7%
Market/Logistics/ Transport.	21	5	23.8%
Statistics	16	4	25.0%
<b>Communications</b>			
Advertising	4	3	75.0%
Broadcasting	5	2	40.0%
Journalism	17	5	29.4%
<b>Education</b>			
Counselor Educ./ Counsel. Psych.	6	3	50.0%
Cultural Studies in Education	9	4	44.4%
Educ. in Sci./ Math/Res./Tech.	8	1	12.5%
Exercise Science	6	1	16.7%
Holistic Teaching/ Learning	16	8	50.0%
Inclusive Early Childhood Educ.	4	1	25.0%
Language, Comm. & Humanities Educ.	5	1	20.0%
Leadership Studies	6	2	33.3%
Psychoeducational Studies	11	3	27.3%
Rehabilitation/ Deafness Prog.	15	9	60.0%
Sport & Physical Activity	5	3	60.0%

Summary of Total Faculty by Department--10/1/95: All Ranks,  
Including Non-Tenure Track  
Page 3

<u>Department</u>	<u>Total #</u>	<u># Women</u>	<u>% Women</u>
<b>Engineering</b>			
Chemical Engr.	13	1	7.7%
Civil Engr.	23	2	8.7%
Electrical Engr.	29	0	0.0%
Engr. Sci. & Mechanics	1	0	0.0%
Industrial Engr.	12	1	8.3%
Materials Science & Engr.	15	0	0.0%
Mechanical & Aerospace Engr.	34	1	2.9%
Nuclear Engr.	13	1	7.7%
<b>Human Ecology</b>			
Child & Family Studies	14	12	85.7%
Health/Leisure/ Safety Science	12	3	25.0%
Human Resource Development	14	3	21.4%
Nutrition/Food Science	15	9	60.0%
Textiles/Retail/ Int. Design	21	9	42.9%

**Summary of Total Faculty by Department--10/1/95:  
Assistant Professor and Above, Including Non-Tenure Track**

**Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96**

<u>Department</u>	<u>Total #</u>	<u># Women</u>	<u>% Women</u>
<b>Arts &amp; Sciences:</b>			
<b>Humanities</b>			
Art	26	8	30.8%
Classics	5	1	20.0%
English	44	13	29.5%
Germanic/Slavic Langs.	9	5	55.6%
Music	41	10	24.4%
Philosophy	16	4	25.0%
Religious Studies	10	4	40.0%
Romance Langs.	30	13	43.3%
Speech Comm.	7	3	42.9%
Theatre	11	4	36.4%
<b>Arts &amp; Sciences:</b>			
<b>Social Sciences</b>			
Anthropology	12	3	25.0%
Audiology/Speech Path.	11	4	36.4%
Geography	11	2	18.2%
History	27	7	25.9%
Political Science	20	2	10.0%
Psychology & Psych. Clinic	29	6	20.7%
Sociology	12	1	8.3%
Special Programs	7	0	0.0%
<b>Arts &amp; Sciences:</b>			
<b>Natural Sciences</b>			
Biochemistry	22	4	18.2%
Division of Biology	1	1	100.0%
Botany	13	3	23.1%
Chemistry	31	2	6.5%
Computer Science	17	2	11.8%
Ecology	4	1	25.0%
Geological Sciences	19	2	10.5%
Mathematics	53	4	7.5%
Microbiology	12	0	0.0%
Physics/Astronomy	59	2	3.4%
Zoology	18	3	16.7%

**Summary of Total Faculty by Department--10/1/95: Assistant Professor and Above, Including Non-Tenure Track**  
**Page 2**

<u>Department</u>	<u>Total #</u>	<u># Women</u>	<u>% Women</u>
<b>Business Administration</b>			
Accounting/ Business Law	15	4	26.7%
Economics	19	3	15.8%
Finance	12	1	8.3%
Management	17	2	11.8%
Market/Logistics/ Transport.	19	3	15.8%
Statistics	11	2	18.2%
<b>Communications</b>			
Advertising	3	2	66.7%
Broadcasting	4	1	25.0%
Journalism	11	3	27.3%
<b>Education</b>			
Counselor Educ./ Counsel. Psych.	6	3	50.0%
Cultural Studies in Education	9	4	44.4%
Educ. in Sci./ Math/Res./Tech.	8	1	12.5%
Exercise Science	6	1	16.7%
Holistic Teaching/ Learning	12	4	33.3%
Inclusive Early Childhood Educ.	4	1	25.0%
Language, Comm. & Humanities Educ.	4	0	0.0%
Leadership Studies	6	2	33.3%
Psychoeducational Studies	9	1	11.1%
Rehabilitation/ Deafness Prog.	11	5	45.5%
Sport & Physical Activity	3	2	66.7%



**Summary of Total Faculty by Department--10/1/95: Assistant Professor and Above, Including Non-Tenure Track**  
**Page 3**

<u>Department</u>	<u>Total #</u>	<u># Women</u>	<u>% Women</u>
<b>Engineering</b>			
Chemical Engr.	13	1	7.7%
Civil Engr.	20	1	5.0%
Electrical Engr.	28	0	0.0%
Engr. Sci. & Mechanics	1	0	0.0%
Industrial Engr.	12	1	8.3%
Materials Science & Engr.	15	0	0.0%
Mechanical & Aerospace Engr.	34	1	2.9%
Nuclear Engr.	13	1	7.7%
<b>Human Ecology</b>			
Child & Family Studies	11	9	81.8%
Health/Leisure/ Safety Science	10	2	20.0%
Human Resource Development	13	2	15.4%
Nutrition/Food Science	12	7	58.3%
Textiles/Retail/ Int. Design	17	5	29.4%

**SECTION I. PART C**

**Faculty: October 1995**

**Part C.4.        Summaries of Total Faculty in Departments or  
College/School--October 1995**

**C.4.a.        Women's Percentages from the Highest to the  
Lowest:   All Ranks**

**C.4.b.        Women's Percentages from the Highest to the  
Lowest:   Assistant Professor and Above**

**Women's Percentages of Total Faculty in Departments  
or College/School from the Highest to the Lowest--10/1/95:  
All Ranks, Including Non-Tenure Track**

**Data for EEO-6 Category 2 from Volume 5, Appendix J, University  
of Tennessee, Knoxville Affirmative Action Plan, 1995-96**

<u>% Women</u>	<u># of Units with the %</u>	<u>Unit</u>	<u># of Women in the Unit</u>
100.0%	1	Nursing	32
85.7%	1	Child & Family Studies	12
83.3%	1	Law Library	5
75.0%	1	Advertising	3
72.0%	1	Library	36
67.9%	1	Romance Langs.	38
63.9%	1	Social Work	23
63.6%	1	Germanic/Slavic Langs.	7
60.0%	3	Nutrition/Food Science	9
		Rehabilitation/Deafness Prog.	9
		Sport & Physical Activity	3
50.0%	5	Audiology/Speech Path.	7
		Division of Biology	2
		Counselor Educ/Counsel Psych	3
		Holistic Teaching/Learning	8
		Speech Communication	7
46.2%	1	Theatre	6
45.9%	1	English	39
45.5%	1	Information Science	5
44.4%	1	Cultural Studies in Educ.	4
42.9%	1	Textiles/Retail/Int. Design	9
40.0%	1	Broadcasting	2
38.5%	1	Religious Studies	5
38.2%	1	Art	13

**Women's Percentages of Total Faculty in Departments or  
College/School from the Highest to the Lowest--10/1/95:  
All Ranks, Including Non-Tenure Track  
Page 2**

<u>% Women</u>	<u># of Units with the %</u>	<u>Unit</u>	<u># of Women in the Unit</u>
33.3%	3	Biomedical Science	1
		Classics	2
		Leadership Studies	2
29.4%	1	Journalism	5
28.6%	2	History	8
		Law	8
27.5%	1	Music	14
27.3%	2	Accounting/Business Law	6
		Psychoeducational Studies	3
25.0%	5	Anthropology	3
		Ecology	1
		Health/Leisure/Safety Sci.	3
		Inclusive Early Child. Educ.	1
		Statistics	4
23.8%	1	Market/Logistics/Transport.	5
23.5%	1	Philosophy	4
21.7%	1	Biochemistry	5
21.4%	3	Botany	3
		Human Resource Development	3
		Sociology	3
20.0%	2	Language/Comm/Humanities Educ	1
		Psychology/Psych. Clinic	6
18.9%	1	Architecture/Planning	7
16.7%	5	Computer Science	3
		Exercise Science	1
		Geography	2
		Management	3
		Zoology	3
16.4%	1	Mathematics	11
14.3%	1	Economics	3

Women's Percentages of Total Faculty in Departments or  
College/School from the Highest to the Lowest--10/1/95:  
All Ranks, Including Non-Tenure Track  
Page 3

<u>% Women</u>	<u># of Units with the %</u>	<u>Unit</u>	<u># of Women in the Unit</u>
12.5%	1	Educ. in Sci/Math/Res./Tech.	1
10.0%	1	Geological Sciences	2
9.5%	1	Political Science	2
8.7%	1	Civil Engr.	2
8.3%	1	Industrial Engr.	1
7.7%	4	Chemical Engr.	1
		Finance	1
		Microbiology	1
		Nuclear Engr.	1
6.6%	1	Physics/Astronomy	4
6.5%	1	Chemistry	2
2.9%	1	Mechanical/Aerospace Engr.	1
0.0%	2	Electrical Engr.	0
		Materials Science & Engr.	0

Total Units Included: 68

Not Included: Special Programs, Other, 1 Unit with Faculty of 1  
(Engr. Sci. & Mechanics)

**Women's Percentages of Total Faculty in Departments  
or College/School from the Highest to the Lowest--10/1/95:  
Assistant Professor and Above, Including Non-Tenure Track**

**Data for EEO-6 Category 2 from Volume 5, Appendix J, University  
of Tennessee, Knoxville Affirmative Action Plan, 1995-96**

<u>% Women</u>	<u># of Units with the %</u>	<u>Unit</u>	<u># of Women in the Unit</u>
100.0%	1	Nursing	21
81.8%	1	Child & Family Studies	9
80.0%	1	Law Library	4
71.1%	1	Library	32
66.7%	2	Advertising	2
		Sport & Physical Activity	2
59.3%	1	Social Work	16
58.3%	1	Nutrition/Food Science	7
55.6%	1	Germanic/Slavic Langs.	5
50.0%	1	Counselor Educ/Counsel Psych	3
45.5%	1	Rehabilitation/Deafness Prog.	5
44.4%	1	Cultural Studies in Educ.	4
43.3%	1	Romance Langs.	13
42.9%	1	Speech Communication	3
40.0%	2	Information Science	4
		Religious Studies	4
36.4%	2	Audiology/Speech Path.	4
		Theatre	4
33.3%	3	Biomedical Science	1
		Holistic Teaching/Learning	4
		Leadership Studies	2
30.8%	1	Art	8
29.5%	1	English	13
29.4%	1	Textiles/Retail/Int. Design	5
27.3%	1	Journalism	3

**Women's Percentages of Total Faculty in Departments or  
College/School from the Highest to the Lowest--10/1/95:  
Assistant Professor and Above, Including Non-Tenure Track  
Page 2**

<u>% Women</u>	<u># of Units with the %</u>	<u>Unit</u>	<u># of Women in the Unit</u>
26.7%	1	Accounting/Business Law	4
25.9%	1	History	7
25.0%	5	Anthropology	3
		Broadcasting	1
		Ecology	1
		Inclusive Early Child. Educ.	1
		Philosophy	4
24.4%	1	Music	10
23.1%	2	Botany	3
		Law	6
20.7%	1	Psychology/Psych. Clinic	6
20.0%	2	Classics	1
		Health/Leisure/Safety Sci.	2
18.2%	3	Biochemistry	4
		Geography	2
		Statistics	2
17.2	1	Architecture/Planning	5
16.7%	2	Exercise Science	1
		Zoology	3
15.8%	2	Economics	3
		Market/Logistics/Transport.	3
15.4%	1	Human Resource Development	2
12.5%	1	Educ. in Sci/Math/Res./Tech.	1
11.8%	2	Management	2
		Computer Science	2
11.1%	1	Psychoeducational Studies	1
10.5%	1	Geological Sciences	2
10.0%	1	Political Science	2

**Women's Percentages of Total Faculty in Departments or  
College/School from the Highest to the Lowest--10/1/95:  
Assistant Professor and Above, Including Non-Tenure Track  
Page 3**

<u>% Women</u>	<u># of Units with the %</u>	<u>Unit</u>	<u># of Women in the Unit</u>
8.3%	3	Finance	1
		Industrial Engr.	1
		Sociology	1
7.7%	2	Chemical Engr.	1
		Nuclear Engr.	1
7.5%	1	Mathematics	4
6.5%	1	Chemistry	2
5.0%	1	Civil Engr.	1
3.4%	1	Physics/Astronomy	2
2.9%	1	Mechanical/Aerospace Engr.	1
0.0%	4	Electrical Engr.	0
		Language/Comm/Humanities Educ	0
		Materials Science & Engr.	0
		Microbiology	0

Total Units Included: 67

Not Included: Special Programs, Other, 2 Units with Faculty of 1  
(Division of Biology; Engr. Sci. & Mechanics)



**SECTION I. PART C**

**Faculty: October 1995**

- Part C.5. Comparisons of Total Faculty in Departments or College/School--October 1995**
- C.5.a. Comparison of Numbers by Gender: All Ranks**
  - C.5.b. Comparison of Numbers by Gender: Assistant Professor and Above**
  - C.5.c. Comparison of Number and Percentage of Women Faculty in Selected Departments or College/School for 1977, 1981, 1986, and 1995**

**Total Faculty: Comparison of Numbers by Gender in Departments or  
Colleges/Schools--10/1/95  
All Ranks, Including Non-Tenure Track**

**Data for EEO-6 Category 2 from Volume 5, Appendix J, University  
of Tennessee, Knoxville Affirmative Action Plan, 1995-96**

<u>Number by Gender</u>	<u>Total Units with the Number for:</u> <u>Men</u>	<u>Women</u>
57	1 (Physics/Astronomy)	
56	1 (Mathematics)	
46	1 (English)	
39		1 (English)
38		1 (Romance Langs.)
37	1 (Music)	
36		1 (Library)
33	1 (Mechanical & Aerospace Engr.)	
32		1 (Nursing)
30	1 (Architecture & Planning)	
29	2 (Chemistry; Electrical Engr.)	
24	1 (Psychology & Psych. Clinic)	
23		1 (Social Work)
21	2 (Art; Civil Engr.)	
20	2 (History; Law)	
19	1 (Political Sci.)	
18	4	
16	2	
15	4	

**Total Faculty: Comparison of Numbers by Gender in Departments or Colleges/Schools--10/1/95--All Ranks, Including Non-Tenure Track (continued)**

<u>Number by Gender</u>	<u>Total Units with the Number for:</u>	
	<u>Men</u>	<u>Women</u>
14	1	1 (Music)
13	2	1 (Art)
12	7	1 (Child & Family Studies)
11	4	1 (Mathematics)
10	1	
9	2	3
8	3	3
7	4	4
6	3	3
5	2	6
4	4	4
3	4	13
2	4	9
1	2	12
0	1 (Nursing)	2 (Electrical Engr; Materials Sci & Engr)

Total Units Included: 68

Not Included: Special Programs, Engr. Sci. & Mechanics, Other

**Total Faculty: Comparison of Numbers by Gender in Departments or  
Colleges/Schools--10/1/95  
Assistant Professor and Above, Including Non-Tenure Track**

**Data for EEO-6 Category 2 from Volume 5, Appendix J, University  
of Tennessee, Knoxville Affirmative Action Plan, 1995-96**

<u>Number by Gender</u>	<u>Total Units with the Number for:</u>	
	<u>Men</u>	<u>Women</u>
57	1 (Physics/Astronomy)	
49	1 (Mathematics)	
33	1 (Mechanical & Aerospace Engr.)	
32		1 (Library)
31	2 (English; Music)	
29	1 (Chemistry)	
28	1 (Electrical Engr.)	
24	1 (Architecture & Planning)	
23	1 (Psychology & Psych. Clinic)	
21		1 (Nursing)
20	2 (History; Law)	
19	1 (Civil Engr.)	
18	3	
17	2	
16	2	1 (Social Work)
15	4	
13	1	2 (English; Romance Langs.)
12	5	
11	6	

**Total Faculty: Comparison of Numbers by Gender in Departments or Colleges/Schools--10/1/95--Assistant Professor and Above, Including Non-Tenure Track  
(continued)**

<u>Number by Gender</u>	<u>Total Units with the Number for:</u>	
	<u>Men</u>	<u>Women</u>
10	1	1 (Music)
9	3	1 (Child & Family Studies)
8	4	1 (Art)
7	3	2 (History; Nutrition/Food Sci.)
6	3	2 (Law; Psychology /Psych. Clinic)
5	3	4
4	5	11
3	4	8
2	2	13
1	3	16
0	2 (Division of Biology; Nursing)	4 (Electrical Engr; Language/ Comm/Humanities Educ; Materials Sci & Engr; Microbiology)

Total Units Included: 68

Not Included: Special Programs, Engr. Sci. & Mechanics, Other

**Comparison of the Number and Percentage of Women Faculty  
in Selected Departments or College/School  
for 1977, 1981, 1986, and 1995:  
All Ranks, Including Non-Tenure Track**

Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96  
See Section I Part D of this study for the data for 1977-1986.

**Explanation of the Table**

The selection of units was determined by information available in earlier years from utilization analyses and by whether unit names remained essentially the same for the time period.

The information in each column represents the following:

- number of women faculty in the unit
- women's percentage of the faculty in the unit
- women underutilized in the unit? Yes or No.

Underutilization information by department was not located for 1995. For that year the question about underutilization is answered for the college, and the answer appears in the table on the line parallel to the college name.

<u>Unit</u>	Fall <u>1977</u>	Report Nov. <u>1981</u>	Oct. <u>1986</u>	Oct. <u>1995</u>
<b>Arts &amp; Sciences:</b>				
<b>Humanities</b>				Yes
Art	3 12.0% Yes	4 13.3% Yes	7 22.6% Yes	13 38.2%
English	12 28.6% Yes		41 48.2% Yes	39 45.9%
Germanic/Slavic Langs.	1 10.0% Yes	3 25.0% Yes	5 41.7% Yes	7 63.6%
Music	10 25.0% Yes	13 31.0% Yes	13 30.2% No	14 27.5%
Religious Studies	0 0.0% Yes			5 38.5%
Romance Langs.	7 33.3% Yes			38 67.9%

Comparison of the Number and Percentage of Women Faculty in  
Selected Departments or College/School for 1977, 1981, 1986, and  
1995: All Ranks, Including Non-Tenure Track

Page 2

<u>Unit</u>	<u>Fall</u> <u>1977</u>	<u>Report</u> <u>Nov.</u> <u>1981</u>	<u>Oct.</u> <u>1986</u>	<u>Oct.</u> <u>1995</u>
<b>Arts &amp; Sciences:</b>				
<b>Social Sciences</b>				Yes
Anthropology	1 10.0% Yes	2 14.3% Yes	2 18.2% Yes	3 25.0%
Audiology/Speech Path.		12 52.2% Yes	9 52.9% No	7 50.0%
Geography	0 0.0% Yes			2 16.7%
History	4 16.0% Yes	3 12.0% Yes	4 19.0% Yes	8 28.6%
Political Science	1 5.3% Yes	2 7.7% Yes	1 5.0% Yes	2 9.5%
Psychology & Clinic	5 17.2% Yes	9 22.5% Yes	5 13.2% Yes	6 20.0%
Sociology	1 8.3% Yes		6 27.3% Yes	3 21.4%
<b>Arts &amp; Sciences:</b>				
<b>Natural Sciences</b>				Yes
Biochemistry			0 0.0% Yes	5 21.7%
Botany		3 15.0% Yes	3 13.6% Yes	3 21.4%
Chemistry	1 3.4% Yes	4 8.7% Yes	0 0.0% Yes	2 6.5%

Comparison of the Number and Percentage of Women Faculty in  
Selected Departments or College/School for 1977, 1981, 1986, and  
1995: All Ranks, Including Non-Tenure Track  
Page 3

<u>Unit</u>	Fall <u>1977</u>	Report Nov. <u>1981</u>	Oct. <u>1986</u>	Oct. <u>1995</u>
Geological Sciences		0 0.0% No	0 0.0% Yes	2 10.0%
Mathematics	3 7.7% Yes	10 18.2% Yes	10 17.5% No	11 16.4%
Microbiology	0 0.0% Yes		0 0.0% Yes	1 7.7%
Zoology	2 7.7% Yes	9 24.3% No	2 8.7% Yes	3 16.7%
Biomedical Science	0 0.0% Yes			1 33.3% No
Business Administration				Yes
Accounting	1 5.9% No	1 5.9% No	4 19.0% No	6 27.3%
Economics	1 5.0% Yes		1 5.3% Yes	3 14.3%
Finance	1 6.7% No	1 7.1% No	0 0.0% Yes	1 7.7%
Management			3 15.0% No	3 16.7%
Market/Transport.	1 6.3% Yes	1 5.9% Yes	1 6.7% Yes	5 23.8%



Comparison of the Number and Percentage of Women Faculty in  
Selected Departments or College/School for 1977, 1981, 1986, and  
1995: All Ranks, Including Non-Tenure Track  
Page 4

<u>Unit</u>	Fall <u>1977</u>	Report Nov. <u>1981</u>	Oct. <u>1986</u>	Oct. <u>1995</u>
<b>Communications</b>				No
Advertising			0 0.0% Yes	3 75.0%
Broadcasting	0 0.0% Yes			2 40.0%
Journalism	3 30.0% Yes	4 28.6% Yes		5 29.4%
<b>Engineering</b>				Yes
Chemical Engr.			1 4.0% No	1 7.7%
Civil Engr.			0 0.0% No	2 8.7%
Mechanical/Aerospace Engr.			0 0.0% No	1 2.9%
Nuclear Engr.			2 15.4% No	1 7.7%
<b>Human Ecology</b>				No
Child/Family Studies	4 40.0% Yes	5 45.5% Yes	9 69.2% Yes	12 85.7%
Nutrition/Food Sci.		15 75.0% Yes	9 64.3% Yes	9 60.0%
Textiles/Retail/Design		8 61.5% Yes		9 42.9%

Comparison of the Number and Percentage of Women Faculty in  
 Selected Departments or College/School for 1977, 1981, 1986, and  
 1995: All Ranks, Including Non-Tenure Track  
 Page 5

<u>Unit</u>	Fall <u>1977</u>	Report Nov. <u>1981</u>	Oct. <u>1986</u>	Oct. <u>1995</u>
Information Science	2 28.6% Yes	4 44.4% Yes	4 44.4% No	5 45.5% No
Library		19 65.5% Yes	29 69.0% No	36 72.0% No
Nursing	28 93.3% No			32 100.0% No
Social Work		21 44.7% Yes	19 55.9% No	23 63.9% No

**SECTION I. PART C**

**Faculty: October 1995**

**Part C.6. Summary of Total Faculty within Units--October 1995**

**C.6.a. By Departments within Colleges:**

Arts and Sciences--Humanities  
Arts and Sciences--Social Sciences  
Arts and Sciences--Natural Sciences  
Business Administration  
Communications  
Education  
Engineering  
Human Ecology

**C.6.b. By Colleges/Schools without Departments**

**C.6.c. Other Units**

Summary of Total Faculty by Unit--10/1/95:  
College of Arts & Sciences--Humanities

Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	<u>Total</u>		<u>Total Assistant &amp; above</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Art	21	13	18	8
Classics	4	2	4	1
English	46	39	31	13
Germanic/Slavic Langs.	4	7	4	5
Music	37	14	31	10
Philosophy	13	4	12	4
Religious Studies	8	5	6	4
Romance Langs.	18	38	17	13
Speech Comm.	7	7	4	3
Theatre	7	6	7	4

Summary of Total Faculty by Unit--10/1/95:  
College of Arts & Sciences--Social Sciences

Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	<u>Total</u>		<u>Total Assistant &amp; above</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Anthropology	9	3	9	3
Audiology & Speech Path.	7	7	7	4
Geography	10	2	9	2
History	20	8	20	7
Political Science	19	2	18	2
Psychology & Psych. Clinic	24	6	23	6
Sociology	11	3	11	1
Special Programs	8	0	7	0

Summary of Total Faculty by Unit--10/1/95:  
College of Arts & Sciences--Natural Sciences

Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	<u>Total</u>		<u>Total Assistant &amp; above</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Biochemistry	18	5	18	4
Division of Biology	2	2	0	1
Botany	11	3	10	3
Chemistry	29	2	29	2
Computer Science	15	3	15	2
Ecology	3	1	3	1
Geological Sciences	18	2	17	2
Mathematics	56	11	49	4
Microbiology	12	1	12	0
Physics/Astronomy	57	4	57	2
Zoology	15	3	15	3

Summary of Total Faculty by Unit--10/1/95:  
College of Business Administration

Data for EEO-6 Category 2 from Volume 5, Appendix J, University  
of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	<u>Total</u>		<u>Total Assistant &amp; above</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Accounting/ Business Law	16	6	11	4
Economics	18	3	16	3
Finance	12	1	11	1
Management	15	3	15	2
Market/Logistics/ Transport.	16	5	16	3
Statistics	12	4	9	2

Summary of Total Faculty by Unit--10/1/95:  
College of Communications

Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	<u>Total</u>		<u>Total Assistant &amp; above</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Advertising	1	3	1	2
Broadcasting	3	2	3	1
Journalism	12	5	8	3



Summary of Total Faculty by Unit--10/1/95:  
College of Education

Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	<u>Total</u>		<u>Total Assistant &amp; above</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Counselor Educ./ Counsel. Psych.	3	3	3	3
Cultural Studies in Education	5	4	5	4
Educ. in Sci., Math, Res. & Tech.	7	1	7	1
Exercise Science	5	1	5	1
Holistic Teaching/ Learning	8	8	8	4
Inclusive Early Childhood Educ.	3	1	3	1
Language, Comm. & Humanities Educ.	4	1	4	0
Leadership Studies	4	2	4	2
Psychoeducational Studies	8	3	8	1
Rehabilitation/ Deafness Prog.	6	9	6	5
Sport & Physical Activity	2	3	1	2

Summary of Total Faculty by Unit--10/1/95:  
College of Engineering

Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	<u>Total</u>		<u>Total Assistant &amp; above</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Chemical Engr.	12	1	12	1
Civil Engr.	21	2	19	1
Electrical Engr.	29	0	28	0
Engr. Sci. & Mechanics	1	0	1	0
Industrial Engr.	11	1	11	1
Materials Science & Engr.	15	0	15	0
Mechanical & Aerospace Engr.	33	1	33	1
Nuclear Engr.	12	1	12	1

Summary of Total Faculty by Unit--10/1/95:  
College of Human Ecology

Data for EEO-6 Category 2 from Volume 5, Appendix J, University  
of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	<u>Total</u>		<u>Total Assistant &amp; above</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Child & Family Studies	2	12	2	9
Health/Leisure/ Safety Science	9	3	8	2
Human Resource Development	11	3	11	2
Nutrition/Food Science	6	9	5	7
Textiles/Retail/ Int. Design	12	9	12	5

Summary of Total Faculty by Unit--10/1/95:  
Colleges/Schools without Departments

Data for EEO-6 Category 2 from Volume 5, Appendix J, University  
of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	<u>Total</u>		<u>Total Assistant &amp; above</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Architecture & Planning	30	7	24	5
Biomedical Science	2	1	2	1
Information Science	6	5	6	4
Law	20	8	20	6
Law Library	1	5	1	4
Library	14	36	13	32
Nursing	0	32	0	21
Social Work	13	23	11	16

Summary of Total Faculty by Unit--10/1/95:  
Other Units

Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	<u>Total</u>		<u>Total Assistant &amp; above</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
<u>Dean's Office:</u>				
Arts & Sciences	1	0	1	0
Business Administration	1	1	0	0
Cont. Educ.	2	0	0	0
Education	2	1	2	1
<u>Office of VC:</u>				
Academic Affairs	1	0	1	0
Computing & Telecom.	0	1	0	1
<u>Other:</u>				
Center/Bus. & Econ. Res.	2	0	2	0
McClung Museum	1	0	1	0
UT Singers	1	0	0	0
UT Theatre	2	0	1	0

**SECTION I. PART C**

**Faculty: October 1995**

**Part C.7.        Distribution of Total Faculty by Rank and Unit--  
October 1995**

- C.7.a.        Summary by Rank
- C.7.b.        Number of Professors by Department or  
College/School
- C.7.c.        Number of Associate Professors by Department or  
College/School
- C.7.d.        Number of Assistant Professors by Department or  
College/School

Distribution of Total Faculty by Unit--10/1/95:  
Summary by Rank

Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	<u>Professor</u>		Associate Professor		Assistant Professor		<u>Instructor</u>		<u>Lecturer</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Architecture & Planning	14	1	6	0	4	4			6	2
Arts/Sciences										
Humanities	68	14	39	30	27	21	24	66	7	4
Social Sci.	52	5	25	10	27	10	2	3	2	3
Natural Sci.	141	9	37	5	47	10	6	11	5	2
Biomedical Science	1	1			1	0				
Business Administration	47	2	19	6	12	7	5	4	6	3
Communications	6	1	2	3	4	2	4	4		
Education	36	9	13	4	5	11	0	10	1	2
Engineering	83	0	30	4	18	1			3	1
Human Ecology	13	7	10	9	15	9	0	3	2	8
Information Science	1	1	5	1	0	2	0	1		
Law	9	1	11	5			0	2		
Law Library	0	2			1	2	0	1		
Library	1	7	7	11	5	14	1	4		
Nursing	0	4	0	7	0	10	0	11		
Other	3	1	3	0	2	1	3	1	2	0
Social Work	3	2	5	3	3	11	0	1	2	6

**Distribution of Total Faculty by Unit--10/1/95:  
Number of Professors by Department or College/School**

**Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96**

<u>Number with Rank of Professor in a Unit</u>	Total Units with the Number for:	<u>Men</u>	<u>Women</u>
40	1		
32	1		
21	1		
20	1		
19	2		
14	3		
13	1		
12	3		
11	1		
10	2		
9	4		
8	2		
7	4		1 (Library)
6	8		
5	5		1 (English)
4	1		2 (Child & Family Studies; Nursing)
3	10		2 (Art; Botany)
2	2		9
1	9		22
0	7		31

Total Units Included: 68

Not Included: Division of Biology, Special Programs, Other



**Distribution of Total Faculty by Unit--10/1/95:**  
**Number of Associate Professors by Department or College/School**

**Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96**

<u>Number with Rank of Associate Professor in a Unit</u>	Total Units with the Number for:	<u>Men</u>	<u>Women</u>
11	2	1	(Library)
9	2		
7	2	2	(Nursing; Romance Languages)
6	2		
5	7	3	(English; Law; Music)
4	9	2	(Art; Religious Studies)
3	12	3	(Child & Family Studies; History; Social Work)
2	15	8	
1	6	25	
0	10	23	

Total Units Included: 67

Not Included:  
 Division of Biology, Special Programs, Engr. Sci. & Mechanics,  
 Other

**Distribution of Total Faculty by Unit--10/1/95:  
Number of Assistant Professors by Department or College/School**

**Data for EEO-6 Category 2 from Volume 5, Appendix J, University  
of Tennessee, Knoxville Affirmative Action Plan, 1995-96**

Number with Rank of Assistant Professor <u>in a Unit</u>	Total Units with the Number for:	<u>Men</u>	<u>Women</u>
14			1 (Library)
13	1		
11			1 (Social Work)
10			1 (Nursing)
8	5		
7	1		
6	1		
5	2		1 (Romance Langs.)
4	6		2 (Architecture & Planning; Music)
3	9		8
2	6		11
1	23		19
0	13		23

Total Units Included: 67

Not Included: Division of Biology, Special Programs, Engr. Sci. &  
Mechanics, Other

**SECTION I. PART C**  
**Faculty: October 1995**

**Part C.8.        Distribution of Total Faculty by Rank within  
Units--October 1995**

**C.8.a.        By Departments within Colleges:**

Arts and Sciences--Humanities  
Arts and Sciences--Social Sciences  
Arts and Sciences--Natural Sciences  
Business Administration  
Communications  
Education  
Engineering  
Human Ecology

**C.8.b.        By Colleges/Schools without Departments**

**C.8.c.        Other Units**

Distribution of Total Faculty by Unit--10/1/95:  
College of Arts & Sciences--Humanities

Data for EEO-6 Category 2 from Volume 5, Appendix J, University  
of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	Associate Assistant									
	<u>Professor</u>		<u>Professor</u>		<u>Professor</u>		<u>Instructor</u>		<u>Lecturer</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Art	14	3	3	4	1	1	3	5		
Classics	1	1	3	0			0	1		
English	19	5	9	5	3	3	15	26		
Germanic/ Slavic Langs.	0	1	1	1	3	3	0	2		
Music	12	1	11	5	8	4	2	1	4	3
Philosophy	8	1	3	1	1	2			1	0
Religious Studies	3	0	2	4	1	0	2	0	0	1
Romance Langs.	8	1	2	7	7	5	1	25		
Speech Comm.			3	1	1	2	1	4	2	0
Theatre	3	1	2	2	2	1	0	2		

Distribution of Total Faculty by Unit--10/1/95:  
College of Arts and Sciences--Social Sciences

Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	<u>Professor</u>		<u>Associate Professor</u>		<u>Assistant Professor</u>		<u>Instructor</u>		<u>Lecturer</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Anthropology	3	0	3	2	3	1				
Audiology & Speech Path.	3	1	4	1	0	2	0	2	0	1
Geography	6	1	2	1	1	0	1	0		
History	7	1	5	3	8	3	0	1		
Political Science	10	0	4	1	4	1			1	0
Psychology & Psych. Clinic	14	2	5	1	4	3			1	0
Sociology	7	0	2	1	2	0			0	2
Special Programs	2	0			5	0	1	0		

Distribution of Total Faculty by Unit--10/1/95:  
College of Arts & Sciences--Natural Sciences

Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	<u>Professor</u>		<u>Associate Professor</u>		<u>Assistant Professor</u>		<u>Instructor</u>		<u>Lecturer</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Biochemistry	12	1	5	1	1	2	0	1		
Division of Biology					0	1	2	1		
Botany	5	3	4	0	1	0			1	0
Chemistry	21	1	4	0	4	1				
Computer Science	5	0	2	0	8	2	0	1		
Ecology			1	0	2	1				
Geological Sciences	9	0	4	1	4	1	1	0		
Mathematics	32	2	9	1	8	1	3	5	4	2
Microbiology	7	0			5	0	0	1		
Physics & Astronomy	40	1	4	0	13	1	0	2		
Zoology	10	1	4	2	1	0				

Distribution of Total Faculty by Unit--10/1/95:  
College of Business Administration

Data for EEO-6 Category 2 from Volume 5, Appendix J, University  
of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	<u>Professor</u>		<u>Associate Professor</u>		<u>Assistant Professor</u>		<u>Instructor</u>		<u>Lecturer</u>	
	<u>Men</u> <u>Women</u>		<u>Men</u> <u>Women</u>		<u>Men</u> <u>Women</u>		<u>Men</u> <u>Women</u>		<u>Men</u> <u>Women</u>	
Accounting/ Business Law	6	0	2	1	3	3			5	2
Economics	13	1	2	1	1	1	2	0		
Finance	6	0	4	0	1	1	1	0		
Management	7	1	5	1	3	0			0	1
Market/ Logistics/ Transport.	9	0	3	1	4	2	0	2		
Statistics	6	0	3	2			2	2	1	0

Distribution of Total Faculty by Unit--10/1/95:  
College of Communications

Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	Associate Assistant									
	<u>Professor</u>		<u>Professor</u>		<u>Professor</u>		<u>Instructor</u>		<u>Lecturer</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Advertising			0	2	1	0	0	1		
Broadcasting	1	0			2	1	0	1		
Journalism	5	1	2	1	1	1	4	2		



Distribution of Total Faculty by Unit--10/1/95:  
College of Education

Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	<u>Professor</u>		<u>Associate Professor</u>		<u>Assistant Professor</u>		<u>Instructor</u>		<u>Lecturer</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Counselor Educ./Counsel. Psych.	3	2	0	1						
Cultural Studies in Education	4	2	0	2	1	0				
Educ. in Sci., Math, Res. & Tech.	6	0	1	0	0	1				
Exercise Science	3	0	1	0	1	1				
Holistic Teaching/ Learning	6	2	2	0	0	2	0	4		
Inclusive Early Child- hood Educ.	3	0			0	1				
Language, Comm. & Humanities Educ.	1	0	3	0			0	1		
Leadership Studies	2	1	1	1	1	0				
Psycho- educational Studies	5	0	2	0	1	1	0	2		
Rehabilita- tion/Deafness Prog.	3	2	2	0	1	3	0	3	0	1
Sport & Physical Activity			1	0	0	2			1	1

Distribution of Total Faculty by Unit--10/1/95:  
College of Engineering

Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	<u>Professor</u>		<u>Associate Professor</u>		<u>Assistant Professor</u>		<u>Instructor</u>		<u>Lecturer</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Chemical Engr.	9	0	2	1	1	0				
Civil Engr.	12	0	3	1	4	0			2	1
Electrical Engr.	19	0	6	0	3	0			1	0
Engr. Sci. & Mechanics	1	0								
Industrial Engr.	5	0	3	1	3	0				
Materials Science & Engr.	11	0	4	0						
Mechanical & Aerospace Engr.	20	0	7	0	6	1				
Nuclear Engr.	6	0	5	1	1	0				

Distribution of Total Faculty by Unit--10/1/95:  
College of Human Ecology

Data for EEO-6 Category 2 from Volume 5, Appendix J, University  
of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	<u>Professor</u>		<u>Associate Professor</u>		<u>Assistant Professor</u>		<u>Instructor</u>		<u>Lecturer</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Child & Family Studies	1	4	0	3	1	2			0	3
Health/Leisure /Safety Science	3	1	2	1	3	0	0	1	1	0
Human Resource Development	6	0	3	1	2	1			0	1
Nutrition/Food Science	1	2	3	2	1	3	0	1	1	1
Textiles/Retail /Int. Design	2	0	2	2	8	3	0	1	0	3

Distribution of Total Faculty by Unit--10/1/95:  
Colleges/Schools without Departments

Data for EEO-6 Category 2 from Volume 5, Appendix J, University  
of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	Associate Assistant									
	<u>Professor</u>		<u>Professor</u>		<u>Professor</u>		<u>Instructor</u>		<u>Lecturer</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Architecture & Planning	14	1	6	0	4	4			6	2
Biomedical Science	1	1			1	0				
Information Science	1	1	5	1	0	2	0	1		
Law	9	1	11	5			0	2		
Law Library	0	2			1	2	0	1		
Library	1	7	7	11	5	14	1	4		
Nursing	0	4	0	7	0	10	0	11		
Social Work	3	2	5	3	3	11	0	1	2	6

Distribution of Total Faculty by Unit--10/1/95:  
Other Units

Data for EEO-6 Category 2 from Volume 5, Appendix J, University of Tennessee, Knoxville Affirmative Action Plan, 1995-96

<u>Unit</u>	<u>Professor</u>		<u>Associate Professor</u>		<u>Assistant Professor</u>		<u>Instructor</u>		<u>Lecturer</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
<u>Dean's Office:</u>										
Arts and Sciences	1	0								
Business Administration							1	1		
Cont. Educ.							2	0		
Education	1	0			1	1				
<u>Office of VC:</u>										
Academic Affairs	1	0								
Computing & Telecom.	0	1								
<u>Other:</u>										
Center/Bus. & Econ. Res.			1	0	1	0				
McClung Museum			1	0						
UT Singers									1	0
UT Theatre			1	0					1	0

**SECTION I. PART C**

**Faculty: October 1995**

**Part C.9.        Tenure Status of Regular Faculty by Unit--October  
1995**

**C.9.a.        Regular Faculty with Tenure and On Track by Unit**

**C.9.b.        Regular Faculty On Tenure Track by Unit**

**C.9.c.        Regular Faculty with Tenure by Unit**

Regular Faculty with Tenure and on Track by Unit--October 1995

Data for EEO Faculty Category from Volume 4, Appendix A4,  
University of Tennessee, Knoxville Affirmative Action Plan, 1995-  
96

<u>Unit</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>% Women</u>
Architecture & Planning	24	22	2	8.3%
Arts/Sciences				
Humanities	187	128	59	31.6%
Social Sci.	112	89	23	20.5%
Natural Sci.	198	179	19	9.6%
Biomedical Science	1	1	0	0.0%
Business Administration	92	77	15	16.3%
Communications	20	12	8	40.0%
Education	74	51	23	31.1%
Engineering	121	116	5	4.1%
Human Ecology	54	31	23	42.6%
Information Science	10	5	5	50.0%
Law	30	20	10	33.3%
Libraries	45	13	32	71.1%
Nursing	16	1	15	93.8%
Social Work	26	11	15	57.7%
	<hr/>	<hr/>	<hr/>	<hr/>
Totals	1010	756	254	25.1%

**Regular Faculty on Tenure Track by Unit--October 1995**

**Data for EEO Faculty Category from Volume 4, Appendix A4,  
University of Tennessee, Knoxville Affirmative Action Plan, 1995-96**

<u>Unit</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>% Women</u>
Architecture & Planning	5	4	1	20.0%
Arts/Sciences				
Humanities	43	25	18	41.9%
Social Sci.	26	18	8	30.8%
Natural Sci.	34	30	4	11.8%
Biomedical Science	0	0	0	
Business Administration	23	15	8	34.8%
Communications	7	4	3	42.9%
Education	10	3	7	70.0%
Engineering	24	21	3	12.5%
Human Ecology	19	9	10	52.6%
Information Science	4	1	3	75.0%
Law	12	6	6	50.0%
Libraries	16	7	9	56.3%
Nursing	3	0	3	100.0%
Social Work	16	5	11	68.8%
Totals	242	148	94	38.8%



Regular Faculty with Tenure by Unit--October 1995

Data for EEO Faculty Category from Volume 4, Appendix A4,  
University of Tennessee, Knoxville Affirmative Action Plan, 1995-  
96; numbers based on the differences between the table for tenure  
 and on track combined and the table for on track only

<u>Unit</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>% Women</u>
Architecture & Planning	19	18	1	5.3%
Arts/Sciences Humanities	144	103	41	28.5%
Social Sci.	86	71	15	17.4%
Natural Sci.	164	149	15	9.1%
Biomedical Science	1	1	0	0.0%
Business Administration	69	62	7	10.1%
Communications	13	8	5	38.5%
Education	64	48	16	25.0%
Engineering	97	95	2	2.1%
Human Ecology	35	22	13	37.1%
Information Science	6	4	2	33.3%
Law	18	14	4	22.2%
Libraries	29	6	23	79.3%
Nursing	13	1	12	92.3%
Social Work	10	6	4	40.0%
Totals	768	608	160	20.8%

**SECTION I. PART D**

**Underutilization of Women Faculty: 1975-1996**

**For Colleges/Schools and Departments**

- D.1.        Fall 1975
- D.2.        Fall 1977
- D.3.        November 1981 Report
- D.4.        October 1, 1986

**For Colleges/Schools Only**

- D.5.        1987-1996

## Underutilization of Women Faculty by Unit: Fall 1975

From Chart IV: Comparison of Underutilization Identified in Fall, 1975 and Fall, 1977, University of Tennessee, Knoxville  
Affirmative Action Plan, September 1978

The following units are listed as having underutilization of one or more women faculty.

### Business Administration

Industrial Management

### Communications

Journalism

### Education

Art and Music Education

Continuing and Higher Education

Curriculum and Instruction

Education Administration and Supervision

Educational Psychology and Guidance

Special Education and Rehabilitation

### Home Economics

Crafts, Interior Design, and Housing

Textiles and Clothing

### Liberal Arts

Anthropology

Art

Biochemistry

Chemistry

**Underutilization of Women Faculty by Unit: Fall 1975**  
Page 2

Liberal Arts  
(continued)

English

Geography

Geology

Germanic and Slavic Languages

History

Mathematics

Microbiology

Music

Political Science

Psychology and Clinic

Religious Studies

Romance Languages

Sociology

Speech and Theatre

Zoology

Graduate School of Library and Information Science

Graduate School of Social Work

Library

Underutilization of Women Faculty by Unit: Fall 1975  
Page 3

From Goals for Overcoming Underutilization of Women, UTK Except  
UTSI

<u>Fall 1975</u>			
	<u># of</u> <u>Women Employed</u>	<u>% of category</u> <u>constituted</u> <u>by Women</u>	<u># of Women</u> <u>Underutilized</u>
<u>Faculty</u>			
UTK	227	20.4%	87

## Underutilization of Women Faculty by Unit: Fall 1977

From Chart II: Availability Data/and Utilization Analyses for Units in Which Underutilization of Blacks and/or Women Has Been Identified, University of Tennessee, Knoxville Affirmative Action Plan, September 1978

Definition of the category of faculty in Chart II: "employees who hold faculty rank (Instructor-Professor and Lecturer) and who are not assigned principally to administrative duties" (27)

### Notes:

Even though underutilization may not appear for women in every case, all faculty units included in the report are listed for informational purposes.

Utilization analyses in the charts indicate the number of females underutilized. The numbers are changed to "No" for 0 and to "Yes" for all others in the summary below.

	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>% Women</u>	<u>Women Underutilized?</u>
<u>Business Administration</u>					
Accounting	17	16	1	5.9%	No
Economics	20	19	1	5.0%	Yes
Finance	15	14	1	6.7%	No
Marketing & Transportation	16	15	1	6.3%	Yes
Office Administration	9	5	4	44.4%	No
<u>Communications</u>					
Broadcasting	3	3	0	0.0%	Yes
Journalism	10	7	3	30.0%	Yes
<u>Education</u>					
Art & Music Educ	9	8	1	11.1%	Yes
Continuing & Higher Education	3	3	0	0.0%	Yes

# Underutilization of Women Faculty by Unit: Fall 1977

Page 2

	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>% Women</u>	<u>Women Underutilized?</u>
<u>Education</u> (continued)					
Curriculum & Instruction	39	31	8	20.5%	Yes
Educational Administration & Supervision	7	7	0	0.0%	Yes
Ed Psych & Guidance	12	10	2	16.7%	Yes
Special Educ & Rehab	17	16	1	5.9%	Yes
Voc/Tech Educ	20	17	3	15.0%	Yes
<u>Home Economics</u>					
Child/Family Studies	10	6	4	40.0%	Yes
Crafts/Interior Design/Housing	8	6	2	25.0%	Yes
Textiles & Clothing	5	2	3	60.0%	Yes
<u>Liberal Arts</u>					
Anthropology	10	9	1	10.0%	Yes
Art	25	22	3	12.0%	Yes
Chemistry	29	28	1	3.4%	Yes
English	42	30	12	28.6%	Yes
Geography	10	10	0	0.0%	Yes
Germanic/Slavic Langs.	11	10	1	10.0%	Yes
History	25	21	4	16.0%	Yes

# Underutilization of Women Faculty by Unit: Fall 1977

Page 3

	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>% Women</u>	<u>Women Underutilized?</u>
<u>Liberal Arts</u> (continued)					
Mathematics	39	36	3	7.7%	Yes
Microbiology	8	8	0	0.0%	Yes
Music	40	30	10	25.0%	Yes
Political Science	19	18	1	5.3%	Yes
Psychology & Psychological Clinic	29	24	5	17.2%	Yes
Religious Studies	7	7	0	0.0%	Yes
Romance Languages	21	14	7	33.3%	Yes
Sociology	12	11	1	8.3%	Yes
Speech & Theatre	20	15	5	25.0%	Yes
Zoology	26	24	2	7.7%	Yes
<u>Nursing</u>	30	2	28	93.3%	No
<u>Graduate Units:</u>					
<u>School of Biomedical Science</u>	4	4	0	0.0%	Yes
<u>School of Library &amp; Information Science</u>	7	5	2	28.6%	Yes
<u>UTSI</u>					
Engineering	20	19	1	5.0%	Yes



Underutilization of Women Faculty by Unit: Fall 1977  
Page 4

From Goals for Overcoming Underutilization of Women

<u>Fall 1977</u>			
	<u># of Women Employed</u>	<u>% of category constituted by Women</u>	<u># of Women Underutilized</u>
<u>Faculty</u>			
UTK	238	21.3%	88
UTSI	1	3.7%	1

## Underutilization of Women Faculty by Unit: November 1981 Report

### From Table I: Underutilization in University of Tennessee, Knoxville Affirmative Action Plan, November 1981

#### Notes:

Even though underutilization may not appear for women in every case, all faculty units included in the report are listed for informational purposes.

Utilization analyses in the charts indicate the number of females underutilized. The numbers are changed to "No" for 0 and to "Yes" for all others in the summary below.

	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>% Women</u>	<u>Women Underutilized?</u>
<u>Business</u>					
<u>Administration</u>					
Accounting	17	16	1	5.9%	No
Finance	14	13	1	7.1%	No
Marketing & Transportation	17	16	1	5.9%	Yes
Office Administration	10	5	5	50.0%	Yes
<u>Communications</u>					
Journalism	14	10	4	28.6%	Yes
<u>Education</u>					
Curriculum & Instruction	38	31	7	18.4%	Yes
E, A, and S	9	8	1	11.1%	Yes
Ed Psych & Counseling	13	9	4	30.8%	Yes
Special Educ & Rehab	18	12	6	33.3%	Yes
Voc/Tech Educ	20	16	4	20.0%	No

**Underutilization of Women Faculty by Unit: November 1981 Report**  
**Page 2**

	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>% Women</u>	<u>Women Underutilized?</u>
<u>Home Economics</u>					
Child/Family Studies	11	6	5	45.5%	Yes
Nutrition & Food Science	20	5	15	75.0%	Yes
Textiles, Merch & Design	13	5	8	61.5%	Yes
<u>Liberal Arts</u>					
Anthropology	14	12	2	14.3%	Yes
Art	30	26	4	13.3%	Yes
Audiology/Speech Path	23	11	12	52.2%	Yes
Botany	20	17	3	15.0%	Yes
Chemistry	46	42	4	8.7%	Yes
Geological Sciences	15	15	0	0.0%	No
Germanic/Slavic Langs.	12	9	3	25.0%	Yes
History	25	22	3	12.0%	Yes
Human Services	7	4	3	42.9%	Yes
Mathematics	55	45	10	18.2%	Yes
Music	42	29	13	31.0%	Yes
Political Science	26	24	2	7.7%	Yes
Psychology	40	31	9	22.5%	Yes
Speech & Theatre	20	13	7	35.0%	No
Zoology	37	28	9	24.3%	No
<u>Library</u>	29	10	19	65.5%	Yes

Underutilization of Women Faculty by Unit: November 1981 Report  
Page 3

	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>% Women</u>	<u>Women Underutilized?</u>
<u>Grad School of Library/Information Science</u>	9	5	4	44.4%	Yes
<u>Grad School of Social Work</u>	47	26	21	44.7%	Yes
<u>UTSI</u>	45	44	1	2.2%	Yes

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From Table II: Goals and Timetables for Overcoming Underutilization of Women

	<u>Total Employees*</u>	<u># of Women</u>	<u>% Women</u>	<u># of Women Underutilized</u>
<u>Faculty &amp; Other Instructional Staff</u>				
UTK	1,367	342	25.0%	81
UTSI	45	1	2.2%	2

\*Note 1: "Employees are full-time, regular employees whose 'base account' is a UTK account. It should be noted that most employees of the UTK College of Agriculture have base accounts within the Institute for Agriculture. Institute for Agriculture employees are covered by a separate Affirmative Action Plan" (9-4).

## Underutilization of Women Faculty by Unit: October 1, 1986

From "Underutilization Analyses for Units and Job Groups in which Underutilization Has Been Identified" in University of Tennessee, Knoxville Affirmative Action Plan, Part I, October 1, 1986, Appendix D

Note: Even though underutilization may not appear for women in every case, all faculty units included in the report are listed for informational purposes.

	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>% Women</u>	<u>Women Underutilized?</u>
Accounting	21	17	4	19.0%	No
Advertising	5	5	0	0.0%	Yes
Anthropology	11	9	2	18.2%	Yes
Art	31	24	7	22.6%	Yes
Art/Music Education	9	8	1	11.1%	Yes
Audiology/Speech Path	17	8	9	52.9%	No
Biochemistry	7	7	0	0.0%	Yes
Botany	22	19	3	13.6%	Yes
Chemical & Metallurgical Engr	25	24	1	4.0%	No
Chemistry	29	29	0	0.0%	Yes
Child/Family Studies	13	4	9	69.2%	Yes
Civil Engineering	18	18	0	0.0%	No
Curriculum & Instruction	33	28	5	15.2%	Yes
Economics	19	18	1	5.3%	Yes
Educational & Counseling Psych	14	10	4	28.6%	Yes
Educational Leadership	9	8	1	11.1%	Yes
Engr Science & Mechanics	21	21	0	0.0%	Yes

Underutilization of Women Faculty by Unit: October 1, 1986  
Page 2

	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>% Women</u>	<u>Women Underutilized?</u>
English	85	44	41	48.2%	Yes
Finance	14	14	0	0.0%	Yes
Food Science, Nutrition & Food	14	5	9	64.3%	Yes
Geological Science	12	12	0	0.0%	Yes
Germanic/Slavic Langs.	12	7	5	41.7%	Yes
Health/Physical Educ & Recreation	42	24	18	42.9%	No
History	21	17	4	19.0%	Yes
Library	42	13	29	69.0%	No
School of Library & Information Sci	9	5	4	44.4%	No
Management	20	17	3	15.0%	No
Marketing & Transportation	15	14	1	6.7%	Yes
Mathematics	57	47	10	17.5%	No
Mechanical & Aerospace Engr	19	19	0	0.0%	No
Microbiology	10	10	0	0.0%	Yes
Music	43	30	13	30.2%	No
Nuclear Engineering	13	11	2	15.4%	No
School of Planning	6	5	1	16.7%	No
Political Science	20	19	1	5.0%	Yes
Psychology	38	33	5	13.2%	Yes
College of Social Work	34	15	19	55.9%	No
Sociology	22	16	6	27.3%	Yes

Underutilization of Women Faculty by Unit: October 1, 1986  
Page 3

	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>% Women</u>	<u>Women Underutilized?</u>
Special Education	11	6	5	45.5%	Yes
Textiles & Clothing	11	6	5	45.5%	Yes
Vocational & Technical Educ	19	19	0	0.0%	Yes
Zoology	23	21	2	8.7%	Yes

Information on Total Faculty: 1985 and 1986

From University of Tennessee, Knoxville Affirmative Action Plan,  
Part I, October 1, 1986, Appendix D

EEO Category: Faculty  
Job Group: Total

	<u>Total</u>	<u>Men</u>	<u>Women</u>
1985	1264	936	328
1986	1318	972	346
Net Change	54	36	18
% Change	4.3	3.8	5.5



**Underutilization of Women Faculty:  
Summary for Job Group**

Information from Volume 1 of the annual UTK Affirmative Action Plan, as available

Analysis is based on both regular and term employees. Dates are as of October 1 for each year.

x indicates underutilization

	<u>1987</u>	<u>1988</u>	<u>1991</u>	<u>1992</u>	<u>1993</u>	<u>1995</u>	<u>1996</u>
Nursing							
Architecture & Planning					x	x	x
Architecture Planning	x	x					
Grad Sch Biomed Sci							
School of Info Sci	x		x	x	x		
Social Work	x	x	x				
Libraries							
Non-Tenure Track							
Business Administration	x	x			x	x	x
Communications							
Education	x	x	x	x	x	x	x
Engineering					x	x	x
Human Ecology	x	x	x	x			
Law					x		
AS-Humanities	x	x	x	x	x	x	x
AS-Social Sciences	x	x	x	x	x	x	x
AS-Natural Sciences	x	x	x	x	x	x	x
TOTAL NUMBER:	9	8	7	6	9	7	7

**A Study of the Status of Women Faculty  
at The University of Tennessee, Knoxville  
1970-1971 through 1997-1998**

**Prepared for the UTK Commission for Women  
July, 1998**

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A. Status of Women Faculty in Higher Education

Task Force on Women 1972 Report

The American Woman 1992-93: A Status Report

Academe

Report Card on Title IX at 25

On Campus with Women

B. Educational Attainment by Women

The American Woman 1992-93: A Status Report

Report Card on Title IX at 25

New York Times

## INTRODUCTION

### Purpose of the Study:

The purpose of this research project is to provide data that can be used for an assessment of the University's progress since 1970 in attaining equality for women on its faculty.

### Research Sources:

The research is based primarily on resources available in the UTK Library collection. Four major sources, which are published annually, were consulted: the University of Tennessee, Knoxville Affirmative Action Plan, the Study of Faculty Salaries, the UTK Fact Book, and "The Annual Report on the Economic Status of the Profession" in Academe: Bulletin of the American Association of University Professors. In addition, the Task Force on Women 1972 Report was used for much of the information on the time period with which this study begins.

Two limitations on the research should be noted. (1) Collections of annual studies are incomplete in the Library holdings. (2) Typically only Volume 1 of the Affirmative Action Plan is available in the Library for past reports. Since information on departments within Colleges usually would be found in other volumes, the data on that aspect of faculty employment patterns are limited in this study. Additional research on that area would be useful.

**The Data:**

The presentation of the data in this study provides perspectives in addition to those found by reading the original documents individually. Comparisons over time are made possible by combining data from several years in single charts. Focus on particular categories in different charts and additional mathematical calculations permit closer examination of a range of factors.

Choices made in the presentation of the data were guided generally by the types of criteria used to assess the status of women faculty in the Task Force Report and in national studies. Both numbers and percentages are included to present, for example, a statistical picture of women faculty in terms of total faculty, total full-time and part-time instructional faculty, tenured and non-tenured faculty, distribution by rank, and distribution by academic unit.

Since there is some variation in the basis of the numbers in the publications, information from different sources is arranged in separate sections, except in the Overview in Section I. An explanation of the data is included at the beginning of each section.

**Comparison with National Data:**

Examples of results of national studies appear in the Appendix. While they permit some comparisons of UTK statistics

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with national ones, it is important to note that the national studies typically document continuing problems for women. Doing as well as institutions generally is thus not a sign that equity has been achieved. The recent Report Card on Title IX at 25, for example, concludes that "[w]omen still have a long way to go to attain full equality with men in employment in educational institutions" ("Employment").

## SECTION II

Full-Time Instructional Faculty:  
1978-79, 1982-83 through 1997-98

Data from Academe

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- Part A. Number of Full-Time Faculty by Rank and Gender
- Part B. Number of Full-Time Faculty by Rank and Gender: Summary
- Part C. Percentage of Each Rank Held by Men and Women
- Part D. Percentage Distribution of Total by Rank and Gender
- Part E. Percentages Showing Distribution of Total Men by Rank  
and of Total Women by Rank

## Information from Academe: Explanation of Data

The numbers of full-time faculty by rank and gender in this section are from the charts included in "The Annual Report on the Economic Status of the Profession" published in Academe: Bulletin of the American Association of University Professors.

The explanation of statistical data in the March/April 1998 issue defines "instructional faculty" as:

those members of the instructional-research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (a) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions; (b) instructional faculty in preclinical and clinical medicine; (c) instructional faculty who are employed on a part-time basis; (d) administrative officers with titles such as dean of students, librarian, registrar, coach, and the like, even though they may devote part of their time to classroom instruction and may have faculty status; (e) undergraduate or graduate students who assist in the instruction of courses, but have titles such as teaching assistant, teaching fellow, and the like; (f) faculty on leave without pay; and (g) replacement for faculty on sabbatical leave. (38)

The following information applies to the data in the reports about the University of Tennessee, Knoxville:

The UT Institute of Agriculture is reported separately from 1982-83 on and thus is not part of the UTK numbers for those years.

Notes accompanying the reports for 1988-89 and from 1991-92 on indicate that the Space Institute is included in the UTK numbers.

**SECTION II. PART A**

**Number of Full-Time Faculty by Rank and Gender**

# **Number of Full-Time Faculty by Rank and Gender**

UT Institute of Agriculture not included, 1982-83 through 1985-86

From Appendix I of the following issues of Academe: Sept. 1979;  
July/Aug. 1983, 1984; March/April 1985, 1986

	<u>1978-79</u>	<u>1982-83</u>	<u>1983-84</u>	<u>1984-85</u>	<u>1985-86</u>
<u>Professor</u>					
Men	429	406	406	429	469
Women	18	19	28	33	40
<u>Associate Professor</u>					
Men	362	274	277	268	278
Women	63	71	66	65	62
<u>Assistant Professor</u>					
Men	228	148	133	128	129
Women	97	93	94	91	90
<u>Instructor</u>					
Men	42	17	15	24	25
Women	49	37	38	40	30



# **Number of Full-Time Faculty by Rank and Gender**

UT Institute of Agriculture not included; \* indicates a note appears which states that the Space Institute is included

From Appendix I (Column 9), annual March/April issue of Academe

	<u>1986-87</u>	<u>1987-88</u>	<sup>*</sup> <u>1988-89</u>	<u>1989-90</u>	<u>1990-91</u>	<sup>*</sup> <u>1991-92</u>
<u>Professor</u>						
Men	472	489	491	490	488	491
Women	39	42	43	46	46	51
<u>Associate Professor</u>						
Men	276	269	274	271	255	248
Women	73	76	82	84	85	83
<u>Assistant Professor</u>						
Men	133	125	115	107	100	100
Women	90	89	85	90	84	74
<u>Instructor</u>						
Men	27	24	31	23	23	28
Women	30	38	31	28	27	33

# **Number of Full-Time Faculty by Rank and Gender**

Includes Space Institute; does not include UT Institute of Agriculture

From Appendix I (Column 9), annual March/April issue of Academe

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	493	484	499	506	505	469
Women	53	51	59	65	70	67
<u>Associate Professor</u>						
Men	240	237	235	220	206	202
Women	83	88	88	92	95	102
<u>Assistant Professor</u>						
Men	94	118	113	121	106	105
Women	78	84	81	81	77	72
<u>Instructor</u>						
Men	21	25	18	24	18	18
Women	32	40	38	45	32	37

**SECTION II. PART B**

**Number of Full-Time Faculty by Rank and Gender: Summary**

# Number of Full-Time Faculty by Rank and Gender: Summary

UT Institute of Agriculture not included, 1982-83 through 1985-86

Based on information in Academe

	<u>1978-79</u>	<u>1982-83</u>	<u>1983-84</u>	<u>1984-85</u>	<u>1985-86</u>
<u>Total</u> <u>All Ranks:</u>	1288	1065	1057	1078	1123
Men	1061	845	831	849	901
Women	227	220	226	229	222
% Women	17.6%	20.7%	21.4%	21.2%	19.8%
<u>Total</u> <u>Assistant</u> <u>&amp; Above:</u>	1197	1011	1004	1014	1068
Men	1019	828	816	825	876
Women	178	183	188	189	192
% Women	14.9%	18.1%	18.7%	18.6%	18.0%

# Number of Full-Time Faculty by Rank and Gender: Summary

UT Institute of Agriculture not included; \* indicates a note appears which states that the Space Institute is included

Based on information in Academe

	<u>1986-87</u>	<u>1987-88</u>	<sup>*</sup> <u>1988-89</u>	<u>1989-90</u>	<u>1990-91</u>	<sup>*</sup> <u>1991-92</u>
<u>Total</u> <u>All Ranks:</u>	1140	1152	1152	1139	1108	1108
Men	908	907	911	891	866	867
Women	232	245	241	248	242	241
% Women	20.4%	21.3%	20.9%	21.8%	21.8%	21.8%
<u>Total</u> <u>Assistant</u> <u>&amp; Above:</u>	1083	1090	1090	1088	1058	1047
Men	881	883	880	868	843	839
Women	202	207	210	220	215	208
% Women	18.7%	19.0%	19.3%	20.2%	20.3%	19.9%

# **Number of Full-Time Faculty by Rank and Gender: Summary**

Includes Space Institute; does not include UT Institute of Agriculture

Based on information in Academe

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Total</u> <u>All Ranks:</u>	1094	1127	1131	1154	1109	1072
Men	848	864	865	871	835	794
Women	246	263	266	283	274	278
% Women	22.5%	23.3%	23.5%	24.5%	24.7%	25.9%
<u>Total</u> <u>Assistant</u> <u>&amp; Above:</u>	1041	1062	1075	1085	1059	1017
Men	827	839	847	847	817	776
Women	214	223	228	238	242	241
% Women	20.6%	21.0%	21.2%	21.9%	22.9%	23.7%

**SECTION II. PART C**

**Percentage of Each Rank Held by Men and Women**

**Full-Time Faculty: Percentage of Each Rank Held by Men and Women**  
UT Institute of Agriculture not included, 1982-83 through 1985-86

**Based on information in Academe**

Percentages are rounded off to the nearest number except in cases of .5/.5.

	<u>1978-79</u>	<u>1982-83</u>	<u>1983-84</u>	<u>1984-85</u>	<u>1985-86</u>
<u>Professor</u>					
Men	96%	96%	94%	93%	92%
Women	4%	4%	6%	7%	8%
<u>Associate Professor</u>					
Men	85%	79%	81%	80%	82%
Women	15%	21%	19%	20%	18%
<u>Assistant Professor</u>					
Men	70%	61%	59%	58%	59%
Women	30%	39%	41%	42%	41%
<u>Instructor</u>					
Men	46%	31%	28%	37.5%	45%
Women	54%	69%	72%	62.5%	55%



**Full-Time Faculty: Percentage of Each Rank Held by Men and Women**

UT Institute of Agriculture not included; \* indicates a note appears which states that the Space Institute is included

**Based on information in Academe**

Percentages are rounded off to the nearest number except in cases of .5/.5.

	<u>1986-87</u>	<u>1987-88</u>	<sup>*</sup> <u>1988-89</u>	<u>1989-90</u>	<u>1990-91</u>	<sup>*</sup> <u>1991-92</u>
<u>Professor</u>						
Men	92%	92%	92%	91%	91%	91%
Women	8%	8%	8%	9%	9%	9%
<u>Associate Professor</u>						
Men	79%	78%	77%	76%	75%	75%
Women	21%	22%	23%	24%	25%	25%
<u>Assistant Professor</u>						
Men	60%	58%	57.5%	54%	54%	57%
Women	40%	42%	42.5%	46%	46%	43%
<u>Instructor</u>						
Men	47%	39%	50%	45%	46%	46%
Women	53%	61%	50%	55%	54%	54%

**Full-Time Faculty: Percentage of Each Rank Held by Men and Women**

Includes Space Institute; does not include UT Institute of Agriculture

**Based on information in Academe**

Percentages are rounded off to the nearest number except in cases of .5/.5.

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	90%	90%	89%	89%	88%	87.5%
Women	10%	10%	11%	11%	12%	12.5%
<u>Associate Professor</u>						
Men	74%	73%	73%	71%	68%	66%
Women	26%	27%	27%	29%	32%	34%
<u>Assistant Professor</u>						
Men	55%	58%	58%	60%	58%	59%
Women	45%	42%	42%	40%	42%	41%
<u>Instructor</u>						
Men	40%	38%	32%	35%	36%	33%
Women	60%	62%	68%	65%	64%	67%

**SECTION II. PART D**

**Percentage Distribution of Total by Rank and Gender**

**Full-Time Faculty: Percentage Distribution of Total by Rank and Gender**

UT Institute of Agriculture not included, 1982-83 through 1985-86

Based on Appendix I of the following issues of Academe: Sept. 1979; July/Aug. 1983, 1984; March/April 1985, 1986

	<u>1978-79</u>	<u>1982-83</u>	<u>1983-84</u>	<u>1984-85</u>	<u>1985-86</u>
<u>Professor</u>					
Men	33.3%	38.1%	38.4%	39.8%	41.8%
Women	1.4%	1.8%	2.6%	3.1%	3.6%
<u>Associate Professor</u>					
Men	28.1%	25.7%	26.2%	24.9%	24.8%
Women	4.9%	6.7%	6.2%	6.0%	5.5%
<u>Assistant Professor</u>					
Men	17.7%	13.9%	12.6%	11.9%	11.5%
Women	7.5%	8.7%	8.9%	8.4%	8.0%
<u>Instructor</u>					
Men	3.3%	1.6%	1.4%	2.2%	2.2%
Women	3.8%	3.5%	3.6%	3.7%	2.7%

**Full-Time Faculty: Percentage Distribution of Total by Rank and Gender**

UT Institute of Agriculture not included; \* indicates a note appears which states that the Space Institute is included

**Based on Appendix I (Column 9), annual March/April issue of Academe**

	<u>1986-87</u>	<u>1987-88</u>	<sup>*</sup> <u>1988-89</u>	<u>1989-90</u>	<u>1990-91</u>	<sup>*</sup> <u>1991-92</u>
<u>Professor</u>						
Men	41.4%	42.4%	42.6%	43.0%	44.0%	44.3%
Women	3.4%	3.6%	3.7%	4.0%	4.2%	4.6%
<u>Associate Professor</u>						
Men	24.2%	23.4%	23.8%	23.8%	23.0%	22.4%
Women	6.4%	6.6%	7.1%	7.4%	7.7%	7.5%
<u>Assistant Professor</u>						
Men	11.7%	10.9%	10.0%	9.4%	9.0%	9.0%
Women	7.9%	7.7%	7.4%	7.9%	7.6%	6.7%
<u>Instructor</u>						
Men	2.4%	2.1%	2.7%	2.0%	2.1%	2.5%
Women	2.6%	3.3%	2.7%	2.5%	2.4%	3.0%

**Full-Time Faculty: Percentage Distribution of Total by Rank and Gender**

Includes Space Institute; does not include UT Institute of Agriculture

Based on Appendix I (Column 9), annual March/April issue of Academe

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	45.1%	42.9%	44.1%	43.8%	45.5%	43.8%
Women	4.8%	4.5%	5.2%	5.6%	6.3%	6.3%
<u>Associate Professor</u>						
Men	21.9%	21.0%	20.8%	19.1%	18.6%	18.8%
Women	7.6%	7.8%	7.8%	8.0%	8.6%	9.5%
<u>Assistant Professor</u>						
Men	8.6%	10.5%	10.0%	10.5%	9.6%	9.8%
Women	7.1%	7.5%	7.2%	7.0%	6.9%	6.7%
<u>Instructor</u>						
Men	1.9%	2.2%	1.6%	2.1%	1.6%	1.7%
Women	2.9%	3.5%	3.4%	3.9%	2.9%	3.5%

**SECTION II. PART E**

**Percentages Showing Distribution of Total Men by Rank and of  
Total Women by Rank**

**Full-Time Faculty: Percentages Showing Distribution of Total Men  
by Rank and of Total Women by Rank**

UT Institute of Agriculture not included, 1982-83 through 1985-86

Based on information in Academe

PR--Professor; AO--Associate Professor; AI--Assistant Professor;  
IN--Instructor

	<u>1978-79</u>	<u>1982-83</u>	<u>1983-84</u>	<u>1984-85</u>	<u>1985-86</u>
<u>PR</u>					
Men	40.4	48.0	48.9	50.5	52.1
Women	7.9	8.6	12.4	14.4	18.0
<u>AO</u>					
Men	34.1	32.4	33.3	31.6	30.9
Women	27.8	32.3	29.2	28.4	27.9
<u>AI</u>					
Men	21.5	17.5	16.0	15.1	14.3
Women	42.7	42.3	41.6	39.7	40.5
<u>IN</u>					
Men	4.0	2.0	1.8	2.8	2.8
Women	21.6	16.8	16.8	17.5	13.5



**Full-Time Faculty: Percentages Showing Distribution of Total Men  
by Rank and of Total Women by Rank**

UT Institute of Agriculture not included; \* indicates a note  
appears which states that the Space Institute is included

Based on information in Academe

PR--Professor; AO--Associate Professor; AI--Assistant Professor;  
IN--Instructor; M--Men; W--Women

	<u>1986-87</u>	<u>1987-88</u>	<sup>*</sup> <u>1988-89</u>	<u>1989-90</u>	<u>1990-91</u>	<sup>*</sup> <u>1991-92</u>
<u>PR</u>						
M	52.0	53.9	53.9	55.0	56.4	56.6
W	16.8	17.1	17.8	18.5	19.0	21.2
<u>AO</u>						
M	30.4	29.7	30.1	30.4	29.4	28.6
W	31.5	31.0	34.0	33.9	35.1	34.4
<u>AI</u>						
M	14.6	13.8	12.6	12.0	11.5	11.5
W	38.8	36.3	35.3	36.3	34.7	30.7
<u>IN</u>						
M	3.0	2.6	3.4	2.6	2.7	3.2
W	12.9	15.5	12.9	11.3	11.2	13.7

**Full-Time Faculty: Percentages Showing Distribution of Total Men  
by Rank and of Total Women by Rank**

Includes Space Institute; does not include UT Institute of  
Agriculture

Based on information in Academe

PR--Professor; AO--Associate Professor; AI--Assistant Professor;  
IN--Instructor; M--Men; W--Women

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>PR</u>						
M	58.1	56.0	57.7	58.1	60.5	59.1
W	21.5	19.4	22.2	23.0	25.5	24.1
<u>AO</u>						
M	28.3	27.4	27.2	25.3	24.7	25.4
W	33.7	33.5	33.1	32.5	34.7	36.7
<u>AI</u>						
M	11.1	13.7	13.1	13.9	12.7	13.2
W	31.7	31.9	30.5	28.6	28.1	25.9
<u>IN</u>						
M	2.5	2.9	2.1	2.8	2.2	2.3
W	13.0	15.2	14.3	15.9	11.7	13.3

### SECTION III

#### Full-Time and Part-Time Faculty: 1992-93 through 1997-98

#### Data from Study of Faculty Salaries

##### Explanation of Data

##### Part A. Full-Time Faculty

- A.1. Full-Time Instructional Faculty (based on Table 1)
  - A.1.a. Full-Time Instructional Faculty and Tenure
  - A.1.b. Full-Time Instructional Faculty and Rank
  - A.1.c. Percentage of Each Rank Held by Men and Women
  - A.1.d. Percentage Distribution of Total by Rank and Gender
  - A.1.e. Percentages Showing Distribution of Total Men by Rank and of Total Women by Rank
- A.2. Full-Time Instructional Tenured Faculty (based on Table 1)
  - A.2.a. Full-Time Instructional Tenured Faculty and Rank
  - A.2.b. Percentage of Each Rank Held by Men and Women
  - A.2.c. Percentage Distribution of Total by Rank and Gender
  - A.2.d. Percentages Showing Distribution of Total Men by Rank and of Total Women by Rank
- A.3. Full-Time Faculty and Rank by Unit (based on Table 3)
- A.4. Full-Time Tenured Faculty and Rank by Unit (based on Table 3)

##### Part B. Part-Time Faculty

- B.1. Part-Time Instructional Faculty (based on Table 4)
  - B.1.a. Part-Time Instructional Faculty and Tenure
  - B.1.b. Part-Time Instructional Faculty and Rank
  - B.1.c. Part-Time Instructional Tenured Faculty and Rank
- B.2. Part-Time Faculty and Rank and Tenure by Unit (based on Table 6)

## Information from Study of Faculty Salaries: Explanation of Data

The Study of Faculty Salaries includes information on full-time and part-time faculty and department heads assigned to the following base accounts at UTK:

- Agricultural Sciences and Natural Resources (only base accounts as UTK accounts; not Institute of Agriculture)
- Architecture and Planning
- Arts and Sciences (divided into the following three areas):
  - Humanities
  - Social Sciences
  - Natural Sciences
- Biomedical Sciences
- Business Administration
- Communications
- Education
- Engineering
- Human Ecology
- Information Sciences
- Law
- Law Library
- Main Library
- Nursing
- Social Work

Full-time and part-time data are reported separately. The following ranks are included for both: Lecturer, Instructor, Assistant Professor, Associate Professor, and Professor.

The data in Table 1, Full-Time Instructional Faculty by Rank, and in Table 4, Part-Time Instructional Faculty by Rank, exclude faculty appointments in the Main and Law Libraries. Those units are included in Table 3 on full-time faculty in colleges/schools and in Table 6 on part-time faculty in colleges/schools. In addition, Information Sciences and Biomedical Sciences are reported together under the heading of Graduate Schools.

It is possible that organizational changes occurred over the years so that a department counted in one college for an earlier year may have subsequently moved to another college. No tracking of such changes was included in this study, however.

### SECTION III. PART A

#### Full-Time Faculty

Part A.1. Full-Time Instructional Faculty (based on Table 1)

A.1.a. Full-Time Instructional Faculty and Tenure

A.1.b. Full-Time Instructional Faculty and Rank

A.1.c. Percentage of Each Rank Held by Men and Women

A.1.d. Percentage Distribution of Total by Rank and Gender

A.1.e. Percentages Showing Distribution of Total Men by Rank and of Total Women by Rank

**Full-Time Instructional Faculty and Tenure:**  
**From Table 1 in the annual Study of Faculty Salaries**

Ranks included in the data:

Lecturer, Instructor, Assistant Professor, Associate  
 Professor, Professor

Not included in the data:

Space Institute, College of Veterinary Medicine, salaries  
 from base accounts of Main and Law Libraries, Institute of  
 Agriculture (although faculty in the College of Agricultural  
 Sciences and Natural Resources with base accounts as UTK are  
 included)

<u>Year</u>	<u>Men</u>			<u>Women</u>			<u>Totals and Women's Percentage of Totals</u>	
	<u>#</u>	<u>Tenure</u> <u>#</u> <u>%</u>		<u>#</u>	<u>Tenure</u> <u>#</u> <u>%</u>		<u>#</u>	<u>Tenured</u>
1992-93	826	657    79.5%		246	134    54.5%		1072 22.95%	791 16.94%
1993-94	836	659    78.8%		262	136    51.9%		1098 23.86%	795 17.11%
1994-95	834	665    79.7%		264	143    54.2%		1098 24.04%	808 17.70%
1995-96	843	657    77.9%		281	147    52.3%		1124 25.00%	804 18.28%
1996-97	808	654    80.9%		274	158    57.7%		1082 25.32%	812 19.46%
1997-98	763	630    82.6%		277	166    59.9%		1040 26.63%	796 20.85%

**Full-Time Instructional Faculty and Rank:**  
**From Table 1 in the annual Study of Faculty Salaries**

Not included in the data:

Space Institute, College of Veterinary Medicine, salaries from base accounts of Main and Law Libraries, Institute of Agriculture (although faculty in the College of Agricultural Sciences and Natural Resources with base accounts as UTK are included)

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	474	464	480	489	486	449
Women	53	50	57	64	69	66
<u>Associate Professor</u>						
Men	228	224	220	204	194	188
Women	82	88	88	92	95	102
<u>Assistant Professor</u>						
Men	90	112	108	118	104	102
Women	78	84	81	81	77	72
<u>Instructor</u>						
Men	21	25	18	24	18	18
Women	32	39	37	43	32	36
<u>Lecturer</u>						
Men	13	11	8	8	6	6
Women	1	1	1	1	1	1

**Full-Time Instructional Faculty: Percentage of Each Rank Held by  
Men and Women  
Based on Table 1 in the annual Study of Faculty Salaries**

Not included in the data:

Space Institute, College of Veterinary Medicine, salaries from base accounts of Main and Law Libraries, Institute of Agriculture (although faculty in the College of Agricultural Sciences and Natural Resources with base accounts as UTK are included)

Percentages are rounded off to the nearest number.

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	90%	90%	89%	88%	88%	87%
Women	10%	10%	11%	12%	12%	13%
<u>Associate Professor</u>						
Men	74%	72%	71%	69%	67%	65%
Women	26%	28%	29%	31%	33%	35%
<u>Assistant Professor</u>						
Men	54%	57%	57%	59%	57%	59%
Women	46%	43%	43%	41%	43%	41%
<u>Instructor</u>						
Men	40%	39%	33%	36%	36%	33%
Women	60%	61%	67%	64%	64%	67%
<u>Lecturer</u>						
Men	93%	92%	89%	89%	86%	86%
Women	7%	8%	11%	11%	14%	14%



**Full-Time Instructional Faculty: Percentage Distribution of Total  
by Rank and Gender**  
**Based on Table 1 in the annual Study of Faculty Salaries**

Lecturers are omitted from this chart.

Not included in the data:

Space Institute, College of Veterinary Medicine, salaries from base accounts of Main and Law Libraries, Institute of Agriculture (although faculty in the College of Agricultural Sciences and Natural Resources with base accounts as UTK are included)

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	44.8%	42.7%	44.1%	43.9%	45.2%	43.5%
Women	5.0%	4.6%	5.2%	5.7%	6.4%	6.4%
<u>Associate Professor</u>						
Men	21.6%	20.6%	20.2%	18.3%	18.0%	18.2%
Women	7.8%	8.1%	8.1%	8.3%	8.8%	9.9%
<u>Assistant Professor</u>						
Men	8.5%	10.3%	9.9%	10.6%	9.7%	9.9%
Women	7.4%	7.7%	7.4%	7.3%	7.2%	7.0%
<u>Instructor</u>						
Men	2.0%	2.3%	1.7%	2.2%	1.7%	1.7%
Women	3.0%	3.6%	3.4%	3.9%	3.0%	3.5%

**Full-Time Instructional Faculty: Percentages Showing Distribution  
of Total Men by Rank and of Total Women by Rank  
Based on Table 1 in the annual Study of Faculty Salaries**

Lecturers are omitted in this chart.

Not included in the data:

Space Institute, College of Veterinary Medicine, salaries from base accounts of Main and Law Libraries, Institute of Agriculture (although faculty in the College of Agricultural Sciences and Natural Resources with base accounts as UTK are included)

PR--Professor; AO--Associate Professor; AI--Assistant Professor;  
IN--Instructor; M--Men; W--Women

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>PR</u>						
M	58.3	56.2	58.1	58.6	60.6	59.3
W	21.6	19.2	21.7	22.9	25.3	23.9
<u>AO</u>						
M	28.0	27.2	26.6	24.4	24.2	24.8
W	33.5	33.7	33.5	32.9	34.8	37.0
<u>AI</u>						
M	11.1	13.6	13.1	14.1	13.0	13.5
W	31.8	32.2	30.8	28.9	28.2	26.1
<u>IN</u>						
M	2.6	3.0	2.2	2.9	2.2	2.4
W	13.1	14.9	14.1	15.4	11.7	13.0

### **SECTION III. PART A**

#### **Full-Time Faculty**

- Part A.2. Full-Time Instructional Tenured Faculty (based on Table 1)**
- A.2.a. Full-Time Instructional Tenured Faculty and Rank**
- A.2.b. Percentage of Each Rank Held by Men and Women**
- A.2.c. Percentage Distribution of Total by Rank and Gender**
- A.2.d. Percentages Showing Distribution of Total Men by Rank and of Total Women by Rank**

**Full-Time Instructional Tenured Faculty and Rank:  
From Table 1 in the annual Study of Faculty Salaries**

Not included in the data:

Space Institute, College of Veterinary Medicine, salaries from base accounts of Main and Law Libraries, Institute of Agriculture (although faculty in the College of Agricultural Sciences and Natural Resources with base accounts as UTK are included)

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	456	456	471	478	478	447
Women	50	48	55	62	69	65
<u>Associate Professor</u>						
Men	192	192	185	170	168	173
Women	65	71	74	73	78	89
<u>Assistant Professor</u>						
Men	8	10	8	8	8	10
Women	16	14	11	9	8	9
<u>Instructor</u>						
Men	1	1	1	1	0	0
Women	3	3	3	3	3	3
<u>Lecturer</u>						
Men	0	0	0	0	0	0
Women	0	0	0	0	0	0

**Full-Time Instructional Tenured Faculty: Percentage of Each Rank  
Held by Men and Women  
Based on Table 1 in the annual Study of Faculty Salaries**

Not included in the data:

Space Institute, College of Veterinary Medicine, salaries from base accounts of Main and Law Libraries, Institute of Agriculture (although faculty in the College of Agricultural Sciences and Natural Resources with base accounts as UTK are included)

Percentages are rounded off to the nearest number.

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	90%	90%	90%	89%	87%	87%
Women	10%	10%	10%	11%	13%	13%
<u>Associate Professor</u>						
Men	75%	73%	71%	70%	68%	66%
Women	25%	27%	29%	30%	32%	34%
<u>Assistant Professor</u>						
Men	33%	42%	42%	47%	50%	53%
Women	67%	58%	58%	53%	50%	47%
<u>Instructor</u>						
Men	25%	25%	25%	25%	0%	0%
Women	75%	75%	75%	75%	100%	100%

**Full-Time Instructional Tenured Faculty: Percentage Distribution  
of Total by Rank and Gender  
Based on Table 1 in the annual Study of Faculty Salaries**

Not included in the data:

Space Institute, College of Veterinary Medicine, salaries from base accounts of Main and Law Libraries, Institute of Agriculture (although faculty in the College of Agricultural Sciences and Natural Resources with base accounts as UTK are included)

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	57.6%	57.4%	58.3%	59.5%	58.9%	56.2%
Women	6.3%	6.0%	6.8%	7.7%	8.5%	8.2%
<u>Associate Professor</u>						
Men	24.3%	24.2%	22.9%	21.1%	20.7%	21.7%
Women	8.2%	8.9%	9.2%	9.1%	9.6%	11.2%
<u>Assistant Professor</u>						
Men	1.0%	1.3%	1.0%	1.0%	1.0%	1.3%
Women	2.0%	1.8%	1.4%	1.1%	1.0%	1.1%
<u>Instructor</u>						
Men	.1%	.1%	.1%	.1%	0%	0%
Women	.4%	.4%	.4%	.4%	.4%	.4%

**Full-Time Instructional Tenured Faculty: Percentages Showing  
Distribution of Total Men by Rank and of Total Women by Rank  
Based on Table 1 in the annual Study of Faculty Salaries**

Not included in the data:

Space Institute, College of Veterinary Medicine, salaries  
from base accounts of Main and Law Libraries, Institute of  
Agriculture (although faculty in the College of Agricultural  
Sciences and Natural Resources with base accounts as UTK are  
included)

PR--Professor; AO--Associate Professor; AI--Assistant Professor;  
IN--Instructor; M--Men; W--Women

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>PR</u>						
M	69.4	69.2	70.8	72.8	73.1	71.0
W	37.3	35.3	38.5	42.2	43.7	39.2
<u>AO</u>						
M	29.2	29.1	27.8	25.9	25.7	27.5
W	48.5	52.2	51.7	49.7	49.4	53.6
<u>AI</u>						
M	1.2	1.5	1.2	1.2	1.2	1.6
W	11.9	10.3	7.7	6.1	5.1	5.4
<u>IN</u>						
M	.2	.2	.2	.2	0	0
W	2.2	2.2	2.1	2.0	1.9	1.8

### SECTION III. PART A

#### Full-Time Faculty

**Part A.3. Full-Time Faculty and Rank by Unit (based on Table 3)**

Agricultural Sciences and Natural Resources (UTK accounts only)

Architecture and Planning

Arts and Sciences--Humanities

Arts and Sciences--Social Sciences

Arts and Sciences--Natural Sciences

Business Administration

Communications

Education

Engineering

Graduate Schools--Information Sciences; Biomedical Sciences

Human Ecology

Law

Law Library

Main Library

Nursing

Social Work



**Full-Time Faculty and Rank:  
Agricultural Sciences & Natural Resources (UTK accounts only)**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	5	5	6	6	5	5
Women	0	0	0	0	0	0
<u>Associate Professor</u>						
Men	6	5	6	7	7	7
Women	0	0	0	0	0	0
<u>Assistant Professor</u>						
Men	1	2	2	2	2	2
Women	0	0	0	1	1	1
<u>Instructor</u>						
Men		1	1		1	1
Women		0	1		0	0
<u>Lecturer</u>						
Men						
Women						
<u>Total:</u>						
<u>Assistant &amp; Above</u>						
Men	12	12	14	15	14	14
Women	0	0	0	1	1	1

**Full-Time Faculty and Rank:  
Architecture & Planning**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	11	11	15	14	14	13
Women	2	2	1	1	0	1
<u>Associate Professor</u>						
Men	6	6	7	7	6	7
Women	1	1	0	0	0	1
<u>Assistant Professor</u>						
Men	2	3	1	3	3	2
Women	1	1	1	1	1	0
<u>Instructor</u>						
Men	1		1			
Women	0		0			
<u>Lecturer</u>						
Men	2	2	2	2	1	1
Women	1	1	1	0	0	0
<u>Total:</u>						
Assistant & Above						
Men	19	20	23	24	23	22
Women	4	4	2	2	1	2

**Full-Time Faculty and Rank:  
Arts & Sciences--Humanities**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	76	73	72	73	76	72
Women	11	10	13	14	14	14
<u>Associate Professor</u>						
Men	46	45	47	41	34	26
Women	25	26	28	32	32	29
<u>Assistant Professor</u>						
Men	19	24	19	24	23	24
Women	18	21	16	17	17	15
<u>Instructor</u>						
Men	11	15	11	14	9	8
Women	13	13	10	14	11	15
<u>Lecturer</u>						
Men	1	0		1		
Women	0	1		0		
<u>Total: Assistant &amp; Above</u>						
Men	141	142	138	138	133	122
Women	54	57	57	63	63	58

**Full-Time Faculty and Rank:  
Arts & Sciences--Social Sciences**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	55	53	58	54	54	46
Women	3	4	4	5	6	5
<u>Associate Professor</u>						
Men	28	28	24	24	26	28
Women	10	11	12	11	12	11
<u>Assistant Professor</u>						
Men	11	13	15	16	12	12
Women	7	7	5	7	6	8
<u>Instructor</u>						
Men	0	0	0	1	1	2
Women	3	1	2	2	2	2
<u>Lecturer</u>						
Men						
Women						
<u>Total: Assistant &amp; Above</u>						
Men	94	94	97	94	92	86
Women	20	22	21	23	24	24

**Full-Time Faculty and Rank:  
Arts & Sciences--Natural Sciences**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	124	123	123	128	130	121
Women	9	8	10	9	10	9
<u>Associate Professor</u>						
Men	37	37	32	32	32	32
Women	2	2	4	5	5	6
<u>Assistant Professor</u>						
Men	22	28	28	27	24	23
Women	6	7	5	4	4	3
<u>Instructor</u>						
Men	4	5	3	6	5	4
Women	8	10	9	6	5	4
<u>Lecturer</u>						
Men	2	1	1	1	1	1
Women	0	0	0	0	0	0
<u>Total: Assistant &amp; Above</u>						
Men	183	188	183	187	186	176
Women	17	17	19	18	19	18

**Full-Time Faculty and Rank:  
Business Administration**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	40	39	42	50	49	49
Women	1	1	1	2	2	1
<u>Associate Professor</u>						
Men	29	29	28	22	21	20
Women	8	8	7	6	9	11
<u>Assistant Professor</u>						
Men	10	13	14	12	10	7
Women	5	8	8	7	6	3
<u>Instructor</u>						
Men	4	4	2	3	2	2
Women	2	3	3	2	3	3
<u>Lecturer</u>						
Men	4	4	3	3	3	3
Women	0	0	0	1	1	1
<u>Total: Assistant &amp; Above</u>						
Men	79	81	84	84	80	76
Women	14	17	16	15	17	15

**Full-Time Faculty and Rank:  
Communications**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	7	7	8	7	7	6
Women	0	1	2	3	3	3
<u>Associate Professor</u>						
Men	5	5	4	2	3	7
Women	4	4	4	3	2	2
<u>Assistant Professor</u>						
Men	4	3	4	4	4	5
Women	2	2	1	2	1	3
<u>Instructor</u>						
Men	0	0	0	0	0	0
Women	1	2	2	2	1	1
<u>Lecturer</u>						
Men						
Women						
<u>Total:</u>						
Assistant & Above						
Men	16	15	16	13	14	18
Women	6	7	7	8	6	8

**Full-Time Faculty and Rank:  
Education**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	52	52	42	42	42	41
Women	11	10	11	13	14	12
<u>Associate Professor</u>						
Men	21	17	12	11	10	8
Women	7	8	5	5	5	6
<u>Assistant Professor</u>						
Men	5	5	2	4	3	3
Women	14	10	14	10	9	10
<u>Instructor</u>						
Men		0		0	0	0
Women		1		1	1	1
<u>Lecturer</u>						
Men						
Women						
<u>Total: Assistant &amp; Above</u>						
Men	78	74	56	57	55	52
Women	32	28	30	28	28	28



**Full-Time Faculty and Rank:  
Engineering**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	81	80	86	85	80	71
Women	0	0	0	0	0	0
<u>Associate Professor</u>						
Men	30	31	29	29	27	27
Women	3	4	4	4	4	5
<u>Assistant Professor</u>						
Men	8	13	12	13	12	13
Women	2	2	2	1	1	0
<u>Instructor</u>						
Men						
Women						
<u>Lecturer</u>						
Men	3	2	1	1	1	1
Women	0	0	0	0	0	0
<u>Total: Assistant &amp; Above</u>						
Men	119	124	127	127	119	111
Women	5	6	6	5	5	5

**Full-Time Faculty and Rank:  
Graduate Schools--Information Sciences; Biomedical Sciences**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	3	3	2	3	2	1
Women	0	0	1	1	2	1
<u>Associate Professor</u>						
Men	3	3	5	5	4	4
Women	1	0	1	1	1	1
<u>Assistant Professor</u>						
Men	1	1	0	0	0	1
Women	1	1	2	2	3	4
<u>Instructor</u>						
Men		0		0		
Women		1		1		
<u>Lecturer</u>						
Men						
Women						
<u>Total:</u>						
Assistant & Above						
Men	7	7	7	8	6	6
Women	2	1	4	4	6	6

**Full-Time Faculty and Rank:  
Human Ecology**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	6	5	14	15	16	13
Women	8	7	8	9	9	10
<u>Associate Professor</u>						
Men	3	5	9	9	9	6
Women	8	9	9	10	11	11
<u>Assistant Professor</u>						
Men	5	6	8	10	8	6
Women	6	7	9	8	8	7
<u>Instructor</u>						
Men	1	0	0	0	0	1
Women	1	1	2	6	3	2
<u>Lecturer</u>						
Men	1	1	1			
Women	0	0	0			
<u>Total: Assistant &amp; Above</u>						
Men	14	16	31	34	33	25
Women	22	23	26	27	28	28

**Full-Time Faculty and Rank:  
Law**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	10	9	9	9	9	8
Women	1	1	1	1	2	2
<u>Associate Professor</u>						
Men	8	9	12	11	10	10
Women	4	5	4	5	5	6
<u>Assistant Professor</u>						
Men						
Women						
<u>Instructor</u>						
Men	0	0	0	0		
Women	1	1	2	1		
<u>Lecturer</u>						
Men						
Women						
<u>Total:</u>						
<u>Assistant &amp; Above</u>						
Men	18	18	21	20	19	18
Women	5	6	5	6	7	8

**Full-Time Faculty and Rank:  
Law Library**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	0	0	0	0	0	0
Women	1	2	2	2	2	2
<u>Associate Professor</u>						
Men	0				1	1
Women	1				0	0
<u>Assistant Professor</u>						
Men	1	1		1	0	0
Women	0	0		2	2	3
<u>Instructor</u>						
Men						
Women						
<u>Lecturer</u>						
Men						
Women						
<u>Total:</u>						
Assistant & Above						
Men	1	1	0	1	1	1
Women	2	2	2	4	4	5

**Full-Time Faculty and Rank:  
Main Library**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	0	0	1	1	2	2
Women	5	6	6	7	5	5
<u>Associate Professor</u>						
Men	5	5	4	7	7	7
Women	9	9	10	9	11	13
<u>Assistant Professor</u>						
Men	7	7	7	5	3	4
Women	9	10	11	13	10	7
<u>Instructor</u>						
Men		1	1	0	2	1
Women		2	2	3	4	4
<u>Lecturer</u>						
Men						
Women						
<u>Total: Assistant &amp; Above</u>						
Men	12	12	12	13	12	13
Women	23	25	27	29	26	25

**Full-Time Faculty and Rank:  
Nursing**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	0	0	0	0	0	0
Women	4	4	3	4	5	6
<u>Associate Professor</u>						
Men	0	0	0	0	0	0
Women	8	8	6	6	6	9
<u>Assistant Professor</u>						
Men	0	0	1	0	0	0
Women	10	12	10	10	9	10
<u>Instructor</u>						
Men	0	0	0	0	0	0
Women	3	4	6	7	5	8
<u>Lecturer</u>						
Men						
Women						
<u>Total: Assistant &amp; Above</u>						
Men	0	0	1	0	0	0
Women	22	24	19	20	20	25

**Full-Time Faculty and Rank:  
Social Work**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	4	4	3	3	2	3
Women	3	2	2	2	2	2
<u>Associate Professor</u>						
Men	6	4	5	5	5	6
Women	1	2	4	3	3	4
<u>Assistant Professor</u>						
Men	2	1	2	3	3	4
Women	6	6	8	11	11	8
<u>Instructor</u>						
Men				0		
Women				1		
<u>Lecturer</u>						
Men						
Women						
<u>Total: Assistant &amp; Above</u>						
Men	12	9	10	11	10	13
Women	10	10	14	16	16	14



### SECTION III. PART A

#### Full-Time Faculty

**Part A.4. Full-Time Tenured Faculty and Rank by Unit (based on Table 3)**

Agricultural Sciences and Natural Resources (UTK accounts only)

Architecture and Planning

Arts and Sciences--Humanities

Arts and Sciences--Social Sciences

Arts and Sciences--Natural Sciences

Business Administration

Communications

Education

Engineering

Graduate Schools--Information Sciences; Biomedical Sciences

Human Ecology

Law

Law Library

Main Library

Nursing

Social Work

**Full-Time Tenured Faculty and Rank:  
Agricultural Sciences & Natural Resources (UTK accounts only)**

**Based on Table 3 in the annual Study of Faculty Salaries**

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	5	5	6	6	5	5
Women						
<u>Associate Professor</u>						
Men	6	5	6	7	7	7
Women						
<u>Assistant Professor</u>						
Men						
Women						
<u>Instructor</u>						
Men						
Women						
<u>Total</u>						
Men	11	10	12	13	12	12
Women						
<u>% Women</u>						
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

**Full-Time Tenured Faculty and Rank:  
Architecture & Planning**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	11	11	15	14	14	13
Women	2	2	1	1		1
<u>Associate Professor</u>						
Men	5	5	6	5	4	5
Women		1				1
<u>Assistant Professor</u>						
Men						
Women						
<u>Instructor</u>						
Men						
Women						
<u>Total</u>						
Men	16	16	21	19	18	18
Women	2	3	1	1		2
<u>% Women</u>						
	11.1%	15.8%	4.5%	5.0%	0.0%	10.0%

**Full-Time Tenured Faculty and Rank:  
Arts & Sciences--Humanities**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	75	72	70	71	76	72
Women	10	9	13	14	14	14
<u>Associate Professor</u>						
Men	43	42	42	36	29	25
Women	22	22	27	28	29	28
<u>Assistant Professor</u>						
Men	4	4	3	3	3	3
Women	2	2	1	1	1	1
<u>Instructor</u>						
Men						
Women	1					
<u>Total</u>						
Men	122	118	115	110	108	100
Women	35	33	41	43	44	43
<u>% Women</u>						
	22.3%	21.9%	26.3%	28.1%	28.9%	30.1%

**Full-Time Tenured Faculty and Rank:  
Arts & Sciences--Social Sciences**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	54	53	58	54	54	46
Women	3	4	4	5	6	5
<u>Associate Professor</u>						
Men	26	27	23	22	23	28
Women	7	9	10	11	12	11
<u>Assistant Professor</u>						
Men						
Women						
<u>Instructor</u>						
Men						
Women	1	1	1	1	1	1
<u>Total</u>						
Men	80	80	81	76	77	74
Women	11	14	15	17	19	17
<u>% Women</u>						
	12.1%	14.9%	15.6%	18.3%	19.8%	18.7%

**Full-Time Tenured Faculty and Rank:  
Arts & Sciences--Natural Sciences**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	121	122	122	126	129	121
Women	8	8	10	9	10	9
<u>Associate Professor</u>						
Men	32	32	29	29	30	30
Women	1	2	3	5	5	6
<u>Assistant Professor</u>						
Men	1	2	1	1	1	1
Women						
<u>Instructor</u>						
Men	1	1	1	1		
Women	1	1	1	1	1	1
<u>Total</u>						
Men	155	157	153	157	160	152
Women	10	11	14	15	16	16
<u>% Women</u>						
	6.1%	6.5%	8.4%	8.7%	9.1%	9.5%

**Full-Time Tenured Faculty and Rank:  
Business Administration**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	39	39	41	48	48	48
Women	1	1	1	2	2	1
<u>Associate Professor</u>						
Men	22	22	23	20	20	20
Women	8	8	7	5	9	10
<u>Assistant Professor</u>						
Men						
Women						
<u>Instructor</u>						
Men						
Women						
<u>Total</u>						
Men	61	61	64	68	68	68
Women	9	9	8	7	11	11
<u>% Women</u>						
	12.9%	12.9%	11.1%	9.3%	13.9%	13.9%

**Full-Time Tenured Faculty and Rank:  
Communications**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	6	6	7	7	7	6
Women		1	2	3	3	3
<u>Associate Professor</u>						
Men	4	5	4	2	3	6
Women	4	4	3	3	2	2
<u>Assistant Professor</u>						
Men						1
Women						
<u>Instructor</u>						
Men						
Women		1	1	1	1	1
<u>Total</u>						
Men	10	11	11	9	10	13
Women	4	6	6	7	6	6
<u>% Women</u>						
	28.6%	35.3%	35.3%	43.8%	37.5%	31.6%



**Full-Time Tenured Faculty and Rank:  
Education**

**Based on Table 3 in the annual Study of Faculty Salaries**

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	49	51	42	42	42	41
Women	11	10	11	13	14	11
<u>Associate Professor</u>						
Men	21	17	11	10	10	8
Women	6	7	5	4	3	5
<u>Assistant Professor</u>						
Men	3	4	1	1	1	2
Women	8	7	6	4	3	3
<u>Instructor</u>						
Men						
Women						
<u>Total</u>						
Men	73	72	54	53	53	51
Women	25	24	22	21	20	19
<u>% Women</u>						
	25.5%	25.0%	28.9%	28.4%	27.4%	27.1%

**Full-Time Tenured Faculty and Rank:  
Engineering**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	75	76	82	81	75	70
Women						
<u>Associate Professor</u>						
Men	21	22	21	21	20	24
Women	3	3	3	2	3	5
<u>Assistant Professor</u>						
Men						
Women	1					
<u>Instructor</u>						
Men						
Women						
<u>Total</u>						
Men	96	98	103	102	95	94
Women	4	3	3	2	3	5
<u>% Women</u>						
	4.0%	2.97%	2.8%	1.9%	3.1%	5.1%

**Full-Time Tenured Faculty and Rank:  
Graduate Schools--Information Sciences; Biomedical Sciences**

**Based on Table 3 in the annual Study of Faculty Salaries**

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	3	3	2	2	1	1
Women					2	1
<u>Associate Professor</u>						
Men	3	3	4	4	4	4
Women			1	1	1	1
<u>Assistant Professor</u>						
Men						
Women						
<u>Instructor</u>						
Men						
Women						
<u>Total</u>						
Men	6	6	6	6	5	5
Women			1	1	3	2
<u>% Women</u>						
	0.0%	0.0%	14.3%	14.3%	37.5%	28.6%

**Full-Time Tenured Faculty and Rank:  
Human Ecology**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	5	5	14	15	16	13
Women	8	7	8	9	9	10
<u>Associate Professor</u>						
Men	1	3	7	6	7	5
Women	6	6	7	6	8	10
<u>Assistant Professor</u>						
Men			3	3	3	2
Women						
<u>Instructor</u>						
Men						
Women						
<u>Total</u>						
Men	6	8	24	24	26	20
Women	14	13	15	15	17	20
<u>% Women</u>						
	70.0%	61.9%	38.5%	38.5%	39.5%	50.0%

**Full-Time Tenured Faculty and Rank:  
Law**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	10	9	9	9	9	8
Women	1	1	1	1	2	2
<u>Associate Professor</u>						
Men	5	6	6	6	6	6
Women	1	1	1	1		1
<u>Assistant Professor</u>						
Men						
Women						
<u>Instructor</u>						
Men						
Women						
<u>Total</u>						
Men	15	15	15	15	15	14
Women	2	2	2	2	2	3
<u>% Women</u>						
	11.8%	11.8%	11.8%	11.8%	11.8%	17.6%

**Full-Time Tenured Faculty and Rank:  
Law Library**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men						
Women	1	2	2	2	2	2
<u>Associate Professor</u>						
Men						
Women	1					
<u>Assistant Professor</u>						
Men						
Women						
<u>Instructor</u>						
Men						
Women						
<u>Total</u>						
Men						
Women	2	2	2	2	2	2
<u>% Women</u>						
	100%	100%	100%	100%	100%	100%

**Full-Time Tenured Faculty and Rank:  
Main Library**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men			1	1	2	2
Women	5	6	6	7	5	5
<u>Associate Professor</u>						
Men	4	3	1	2	2	4
Women	9	7	8	8	10	13
<u>Assistant Professor</u>						
Men	3	4	4	3	1	1
Women	5	6	5	5	3	1
<u>Instructor</u>						
Men						
Women						
<u>Total</u>						
Men	7	7	6	6	5	7
Women	19	19	19	20	18	19
<u>% Women</u>						
	73.1%	73.1%	76.0%	76.9%	78.3%	73.1%

**Full-Time Tenured Faculty and Rank:  
Nursing**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men						
Women	3	3	2	3	5	6
<u>Associate Professor</u>						
Men						
Women	6	6	5	5	5	7
<u>Assistant Professor</u>						
Men						
Women	4	4	3	3	3	3
<u>Instructor</u>						
Men						
Women						
<u>Total</u>						
Men						
Women	13	13	10	11	13	16
<u>% Women</u>						
	100%	100%	100%	100%	100%	100%



**Full-Time Tenured Faculty and Rank:  
Social Work**

Based on Table 3 in the annual Study of Faculty Salaries

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	3	4	3	3	2	3
Women	3	2	2	2	2	2
<u>Associate Professor</u>						
Men	3	3	3	3	5	5
Women	1	2	2	1	1	2
<u>Assistant Professor</u>						
Men						1
Women	1	1	1	1	1	2
<u>Instructor</u>						
Men						
Women						
<u>Total</u>						
Men	6	7	6	6	7	9
Women	5	5	5	4	4	6
<u>% Women</u>						
	45.5%	41.7%	45.5%	40.0%	36.4%	40.0%

### **SECTION III. PART B**

#### **Part-Time Faculty**

**Part B.1.        Part-Time Instructional Faculty (based on Table 4)**

**B.1.a.        Part-Time Instructional Faculty and Tenure**

**B.1.b.        Part-Time Instructional Faculty and Rank**

**B.1.c.        Part-Time Instructional Tenured Faculty and Rank**

**Part-Time Instructional Faculty and Tenure:**  
**From Table 4 in the annual Study of Faculty Salaries**

Ranks included in the data:

Lecturer, Instructor, Assistant Professor, Associate  
 Professor, Professor

Not included in the data:

Space Institute, College of Veterinary Medicine, salaries  
 from base accounts of Main and Law Libraries, Institute of  
 Agriculture (although faculty in the College of Agricultural  
 Sciences and Natural Resources with base accounts as UTK are  
 included)

<u>Year</u>	<u>Men</u>			<u>Women</u>			<u>Totals and Women's Percentage of Totals</u>	
	<u>#</u>	<u>Tenure</u> <u>#</u> <u>%</u>		<u>#</u>	<u>Tenure</u> <u>#</u> <u>%</u>		<u>#</u>	<u>Tenured</u>
1992-93	18	1    5.6%		23	0    0.0%		41 56.098%	1 0.0%
1993-94	21	3    14.3%		25	1    4.0%		46 54.35%	4 25.0%
1994-95	20	1    5.0%		26	1    3.8%		46 56.52%	2 50.0%
1995-96	16	0    0.0%		25	1    4.0%		41 60.98%	1 100.0%
1996-97	20	2    10.0%		24	0    0.0%		44 54.55%	2 0.0%
1997-98	18	3    16.7%		19	1    5.3%		37 51.35%	4 25.0%

**Part-Time Instructional Faculty and Rank:**  
**From Table 4 in the annual Study of Faculty Salaries**

Not included in the data:

Space Institute, College of Veterinary Medicine, salaries from base accounts of Main and Law Libraries, Institute of Agriculture (although faculty in the College of Agricultural Sciences and Natural Resources with base accounts as UTK are included)

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	4	4	5	3	5	3
Women	0	1	0	0	0	1
<u>Associate Professor</u>						
Men	4	4	5	2	4	5
Women	1	0	2	1	0	0
<u>Assistant Professor</u>						
Men	6	7	6	7	7	6
Women	7	7	6	3	3	3
<u>Instructor</u>						
Men	4	3	3	3	4	4
Women	13	17	18	20	21	14
<u>Lecturer</u>						
Men	0	3	1	1	-	0
Women	2	0	0	1	-	1

**Part-Time Instructional Tenured Faculty and Rank:  
From Table 4 in the annual Study of Faculty Salaries**

Not included in the data:

Space Institute, College of Veterinary Medicine, salaries from base accounts of Main and Law Libraries, Institute of Agriculture (although faculty in the College of Agricultural Sciences and Natural Resources with base accounts as UTK are included)

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	1	2	1	0	2	2
Women	-	1	-	-	-	1
<u>Associate Professor</u>						
Men	0	1	0	0	0	1
Women	0	-	1	1	-	-
<u>Assistant Professor</u>						
Men	0	0	0	0	0	0
Women	0	0	0	0	0	0
<u>Instructor</u>						
Men	0	0	0	0	0	0
Women	0	0	0	0	0	0
<u>Lecturer</u>						
Men	-	0	0	0	-	-
Women	0	-	-	0	-	0

- indicates no appointments, either tenured or non-tenured

### SECTION III. PART B

#### Part-Time Faculty

**Part B.2.      Part-Time Faculty and Rank and Tenure by Unit**  
(based on Table 6)

Agricultural Sciences and Natural Resources (UTK  
accounts only)

Architecture and Planning

Arts and Sciences--Humanities

Arts and Sciences--Social Sciences

Arts and Sciences--Natural Sciences

Business Administration

Communications

Education

Engineering

Graduate Schools--Information Sciences; Biomedical  
Sciences

Human Ecology

Law

Law Library

Main Library

Nursing

Social Work

Part-Time Faculty and Rank and Tenure:  
Agricultural Sciences & Natural Resources (UTK accounts only)

Based on Table 6 in the annual Study of Faculty Salaries

\* indicates tenure

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men						
Women						
<u>Associate Professor</u>						
Men						
Women						
<u>Assistant Professor</u>						
Men						
Women						
<u>Instructor</u>						
Men	1					
Women						
<u>Lecturer</u>						
Men						
Women						
<u>Totals:</u>						
Men	1					
Women						

**Part-Time Faculty and Rank and Tenure:  
Architecture & Planning**

Based on Table 6 in the annual Study of Faculty Salaries

\* indicates tenure

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	1*	1*				
Women						
<u>Associate Professor</u>						
Men	1	1	2			
Women						
<u>Assistant Professor</u>						
Men	1	2	1	1	1	1
Women	1	2	2	2	2	1
<u>Instructor</u>						
Men						
Women						1
<u>Lecturer</u>						
Men			1	1		
Women	1					
<u>Totals:</u>						
Men	3 (1*)	4 (1*)	4	2	1	1
Women	2	2	2	2	2	2



**Part-Time Faculty and Rank and Tenure:  
Arts & Sciences--Humanities**

Based on Table 6 in the annual Study of Faculty Salaries

\* indicates tenure

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men						
Women						
<u>Associate Professor</u>						
Men						
Women			1			
<u>Assistant Professor</u>						
Men	1	1	1	2	1	1
Women	1	1	1			1
<u>Instructor</u>						
Men	2	2	1	1	1	
Women	7	11	13	11	11	5
<u>Lecturer</u>						
Men						
Women						
<u>Totals:</u>						
Men	3	3	2	3	2	1
Women	8	12	15	11	11	6

**Part-Time Faculty and Rank and Tenure:  
Arts & Sciences--Social Sciences**

Based on Table 6 in the annual Study of Faculty Salaries

\* indicates tenure

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	1	1	1	1	1	2(1*)
Women						
<u>Associate Professor</u>						
Men	2	2	2	1	1	1
Women						
<u>Assistant Professor</u>						
Men	3	3	3	3	3	3
Women	3	2	2	1	1	1
<u>Instructor</u>						
Men				1	1	1
Women	1	1	1	1	1	1
<u>Lecturer</u>						
Men						
Women	1					
<u>Totals:</u>						
Men	6	6	6	6	6	7(1*)
Women	5	3	3	2	2	2

**Part-Time Faculty and Rank and Tenure:  
Arts & Sciences--Natural Sciences**

Based on Table 6 in the annual Study of Faculty Salaries

\* indicates tenure

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men	2	1	2	1	1	
Women		1*				
<u>Associate Professor</u>						
Men			1	1	2	1
Women						
<u>Assistant Professor</u>						
Men	1	1	1	1	2	1
Women			1			
<u>Instructor</u>						
Men			1		1	1
Women		1	1	2	2	3
<u>Lecturer</u>						
Men		2				
Women						
<u>Totals:</u>						
Men	3	4	5	3	6	3
Women		2 (1*)	2	2	2	3

**Part-Time Faculty and Rank and Tenure:  
Business Administration**

Based on Table 6 in the annual Study of Faculty Salaries

**\* indicates tenure**

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men		1*	1*			
Women						
<u>Associate Professor</u>						
Men						1
Women						
<u>Assistant Professor</u>						
Men						
Women						
<u>Instructor</u>						
Men	1	1	1	1	1	1
Women						
<u>Lecturer</u>						
Men						
Women						
<u>Totals:</u>						
Men	1	2 (1*)	2 (1*)	1	1	2
Women						

**Part-Time Faculty and Rank and Tenure:  
Communications**

Based on Table 6 in the annual Study of Faculty Salaries

\* indicates tenure

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men						
Women						
<u>Associate Professor</u>						
Men						
Women						
<u>Assistant Professor</u>						
Men						
Women						
<u>Instructor</u>						
Men						1
Women						2
<u>Lecturer</u>						
Men						
Women						
<u>Totals:</u>						
Men						1
Women						2

Part-Time Faculty and Rank and Tenure:  
Education

Based on Table 6 in the annual Study of Faculty Salaries

\* indicates tenure

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men					1*	
Women						1*
<u>Associate Professor</u>						
Men						
Women						
<u>Assistant Professor</u>						
Men						
Women						
<u>Instructor</u>						
Men						
Women	1					
<u>Lecturer</u>						
Men						
Women						
<u>Totals:</u>						
Men					1*	
Women	1					1*

**Part-Time Faculty and Rank and Tenure:  
Engineering**

Based on Table 6 in the annual Study of Faculty Salaries

\* indicates tenure

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men					1*	1*
Women						
<u>Associate Professor</u>						
Men	1				1	1
Women						
<u>Assistant Professor</u>						
Men						
Women						
<u>Instructor</u>						
Men						
Women						
<u>Lecturer</u>						
Men		1				
Women				1		
<u>Totals:</u>						
Men	1	1			2 (1*)	2(1*)
Women				1		

Part-Time Faculty and Rank and Tenure:  
Graduate Schools--Information Sciences; Biomedical Sciences

Based on Table 6 in the annual Study of Faculty Salaries

\* indicates tenure

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men			1*	1	1	
Women						
<u>Associate Professor</u>						
Men						
Women						
<u>Assistant Professor</u>						
Men						
Women						
<u>Instructor</u>						
Men						
Women						
<u>Lecturer</u>						
Men						
Women						
<u>Totals:</u>						
Men			1*	1	1	
Women						



Part-Time Faculty and Rank and Tenure:  
Human Ecology

Based on Table 6 in the annual Study of Faculty Salaries

\* indicates tenure

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men						
Women						
<u>Associate Professor</u>						
Men						1*
Women						
<u>Assistant Professor</u>						
Men						
Women						
<u>Instructor</u>						
Men						
Women				1	2	
<u>Lecturer</u>						
Men						
Women						1
<u>Totals:</u>						
Men						1*
Women				1	2	1

Part-Time Faculty and Rank and Tenure:  
Law

Based on Table 6 in the annual Study of Faculty Salaries

\* indicates tenure

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men						
Women						
<u>Associate Professor</u>						
Men						
Women	1					
<u>Assistant Professor</u>						
Men						
Women						
<u>Instructor</u>						
Men						
Women				1		
<u>Lecturer</u>						
Men						
Women						
<u>Totals:</u>						
Men						
Women	1			1		

Part-Time Faculty and Rank and Tenure:  
Law Library

Based on Table 6 in the annual Study of Faculty Salaries

\* indicates tenure

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men						
Women						
<u>Associate Professor</u>						
Men						
Women						
<u>Assistant Professor</u>						
Men						
Women						
<u>Instructor</u>						
Men						
Women	1	1	1	1	1	1
<u>Lecturer</u>						
Men						
Women						
<u>Totals:</u>						
Men						
Women	1	1	1	1	1	1

Part-Time Faculty and Rank and Tenure:  
Main Library

Based on Table 6 in the annual Study of Faculty Salaries

\* indicates tenure

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men						
Women						
<u>Associate Professor</u>						
Men						
Women	2*	3*	3*	3*	2*	2*
<u>Assistant Professor</u>						
Men						
Women	1*		1*	1*	1*	2*
<u>Instructor</u>						
Men						
Women				1	1	
<u>Lecturer</u>						
Men						
Women						
<u>Totals:</u>						
Men						
Women	3*	3*	4*	5 (4*)	4 (3*)	4*

**Part-Time Faculty and Rank and Tenure:  
Nursing**

Based on Table 6 in the annual Study of Faculty Salaries

\* indicates tenure

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men						
Women						
<u>Associate Professor</u>						
Men						
Women			1*	1*		
<u>Assistant Professor</u>						
Men						
Women	2	2				
<u>Instructor</u>						
Men						
Women	4	4	3	4	5	2
<u>Lecturer</u>						
Men						
Women						
<u>Totals:</u>						
Men						
Women	6	6	4 (1*)	5 (1*)	5	2

Part-Time Faculty and Rank and Tenure:  
Social Work

Based on Table 6 in the annual Study of Faculty Salaries

\* indicates tenure

	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
<u>Professor</u>						
Men						
Women						
<u>Associate Professor</u>						
Men		1*				
Women						
<u>Assistant Professor</u>						
Men						
Women						
<u>Instructor</u>						
Men						
Women						
<u>Lecturer</u>						
Men						
Women						
<u>Totals:</u>						
Men		1*				
Women						

## **SECTION IV**

### **Trends**

#### **Introduction**

#### **Part A. General Trends for UTK Women Faculty**

Women's Status on the Total Faculty: 1972-1997

Women's Status on the Total Faculty by Rank: 1972-1995

Women's Status on the Full-Time Instructional Faculty:  
1978-79, 1982-83 through 1997-98

Tenure Status of UTK Women Faculty: 1988-1997

Women's Status on the Part-Time Instructional Faculty:  
1992-93 through 1997-98

#### **Part B. Unit Trends for UTK Women Faculty**

Underutilization of Women Faculty: 1975-1996

Women's Status on the Total Faculty in 16 Major Units:  
1987-1995

Women's Status on the Total Faculty in Departments  
within Colleges: October 1995

Women's Status on the Total Faculty in Selected  
Departments: 1977-1995

Women's Status on the Total Faculty in Departments or  
College/School: October 1995

Tenure Status of UTK Women Faculty by Unit: 1990-1997

## SECTION IV

### INTRODUCTION

To determine trends in the status of women faculty at UTK from the 1970s through the 1990s, data about the total faculty, the regular faculty, and the full-time and part-time faculty and instructional faculty were examined. Where information was available, their status was also studied at the departmental and unit levels.

Both the numbers of women faculty and their percentages of total numbers were considered. Their academic ranks and their distribution in disciplines that have been traditional or non-traditional ones for women were given special attention. Women's status in terms of tenure and non-tenure positions was analyzed, and information from underutilization analyses was compared for various years.

Statements of general trends for UTK women faculty are presented in Part A. Trends for Colleges and Schools and departments are in Part B. References to the data on which statements of trends are based appear in parentheses. The sources of information for each section are as follows: Section I--primarily from the UTK Affirmative Action Plan, Section II--Academe, and Section III--Study of Faculty Salaries.



## **SECTION IV. PART A**

### **General Trends for UTK Women Faculty**

**Women's Status on the Total Faculty: 1972-1997**

**Women's Status on the Total Faculty by Rank: 1972-1995**

**Women's Status on the Full-Time Instructional Faculty: 1978-79, 1982-83 through 1997-98**

**Tenure Status of UTK Women Faculty: 1988-1997**

**Women's Status on the Part-Time Instructional Faculty: 1992-93 through 1997-98**

## SECTION IV. PART A

### GENERAL TRENDS FOR UTK WOMEN FACULTY

#### Women's Status on the Total Faculty: 1972-1997

Total faculty: Regular and term, full-time and part-time, EEO-6 category which does not include Agricultural Sciences, the Space Institute, or Veterinary Medicine

- + The number of all women on the faculty increased from 252 in 1972 to 342 in 1986 and to 435 in 1997. (Section I.A.2 and I.A.4)
- Trends from 1986 through 1997 show that increases in the total number of women faculty are followed by decreases. (Section I.A.4)

The greatest gain occurred between 1987 and 1988 with an increase from 351 to 412, a net increase of 61. Decreases followed through the early 1990s until 1994 when the total reached 438, a net gain of 26 over 1988. Decreases again followed, with the greatest reduction occurring in 1996 when there were only 6 more women faculty than in 1988.

- + Women's percentage of the total faculty increased from 22% in 1972 to 33% in 1997. (Section I.A.2 and I.A.7)
- Neither the rate of percentage increase of the past 25 years nor the past 7 years would bring women's percentage of the total faculty to 50% by the end of the next 25-year period. (Section I.A.2 and I.A.7)
- From 1990 through 1997 non-tenure track positions made up 40% or more of the total faculty positions held by women, with the highest percentage (43.68%) occurring in 1997. In contrast, non-tenure positions ranged between 19% and 22% of the total faculty positions held by men, with the highest percentage (21.77%) also occurring in 1997. (Section I.A.7)
- Term appointments increased from 15% of the total faculty positions held by women in 1986 and 1987 to 26% in 1988, followed by a range of 21% to 24% for 1990 through 1996. In contrast, term appointments were 7% and 6% of the total faculty positions held by men in 1986 and 1987. Their percentage reached 10% in 1990, followed by a range of 8% to 9% through 1996. (Section I.A.4)

Women's Status on the Total Faculty by Rank: 1972-1995

Note: Numbers of total faculty for 1995 in this section are from Volume 5 of the Affirmative Action Plan. They differ slightly from those in Volume 1 with 3 fewer faculty (2 men and 1 woman).

Total Faculty--All Ranks: 1972-1995

- + Between 1972 and 1995 there was an increase in the number of women at all ranks except Instructor. (Section I.A.2 and I.C.1.a)
- While men's total numbers increased with each higher rank from Instructor to Professor in 1995, women's total numbers decreased with each higher rank, the same pattern that existed for women faculty in 1972. (Section I.A.2 and I.C.1.a)
- + Women's percentage of each rank increased between 1972 and 1995. (Section I.A.2 and I.C.1.b)
- Women were 12.3% of the faculty with the rank of Professor in 1995. (Section I.C.1.b)
- The highest percentages of women in 1995 were for the three lowest ranks--Lecturer, Instructor, and Assistant Professor, and their percentage for the rank of Instructor increased from 52% in 1972 to 73% in 1995. (Section I.A.2 and I.C.1.b)
- + The distribution of the total women faculty by rank showed increased percentages for Associate Professor and Professor and a decreased percentage for Instructor between 1972 and 1995. (Section I.A.2 and I.C.1.d)
- The pattern of distribution of the total male faculty by rank differed in 1995 from the pattern of distribution of the total women faculty by rank, with women's percentages being noticeably lower than men's at the rank of Professor and higher for Instructor. Fifty-one percent of the male faculty held the rank of Professor while 15% of the women faculty held that rank. In contrast, 28% of the women faculty were Instructors compared with 5% of the male faculty. (Section I.C.1.d)

Distribution of total male faculty: 4% Lecturer, 5% Instructor, 18% Assistant Professor, 23% Associate Professor, 51% Professor

Distribution of total women faculty: 7% Lecturer, 28% Instructor, 27% Assistant Professor, 23% Associate Professor, 15% Professor

- The percentage distribution for all faculty by rank and gender in 1995 indicated differences for men and women with a range of 1 to 30 percentage points. For example, men with the rank of Professor were 35% of the total faculty while women with the rank of Professor were 5% of the total faculty. (Section I.C.1.c)

Distribution of Total Faculty by Rank and Gender:  
Professor--Men 35%, Professor--Women 5%, Associate Professor--Men 15%, Associate Professor--Women 7%, Assistant Professor--Men 12%, Assistant Professor--Women 8%, Instructor--Men 3%, Instructor--Women 9%, Lecturer--Men 3%, Lecturer--Women 2%

**Total Faculty--Assistant Professor and Above: 1995**

- In 1995, the number of all women faculty with rank of Assistant Professor and above was 280, 153 less than their total of 433 for all ranks. In contrast, men's total for Assistant Professor and above was 861, 81 less than their total of 942 for all ranks. (Section I.C.2.a and I.C.2.b)
- In 1995, women's percentage of all faculty with the rank of Assistant Professor and above was 24.5% while their percentage of faculty at all ranks was 31.5%. (Section I.C.2.a and I.C.2.b)

**Women's Status on the Full-Time Instructional Faculty:**  
**1978-79, 1982-83 through 1997-98**

Note: This section is based on data published in Academe. Information is reported for the ranks of Instructor through Professor. The Institute of Agriculture is not included in the numbers from 1982-83 on, but the Space Institute is included for 1988-89 and 1991-92 on.

**Full-Time Instructional Faculty--Instructor to Professor**

- + The number of full-time instructional faculty examined at five-year time periods (4 years for the last) shows an increase in the number of women. (Section II.B)

	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>% Women</u>
1978-79	1288	1061	227	17.6%
1983-84	1057	831	226	21.4%
1988-89	1152	911	241	20.9%
1993-94	1127	864	263	23.3%
1997-98	1072	794	278	25.9%

- While the number of women on the full-time instructional faculty increased by 51 in the nineteen-year period from 1978-79 to 1997-98 and the number of male faculty decreased, there were still 516 more men than women in 1997-98. (Section II.B)
- The number of women on the full-time instructional faculty in 1997-98 was 5 less than their highest number of 283 in 1995-96. (Section II.B)
- + Women's percentage of the full-time instructional faculty increased from 18% in 1978-79 to 26% in 1997-98 although there were some percentage decreases during that time period. (Section II.B)
- If women's percentage of the full-time instructional faculty continues the trend of a gain of 8.3 percentage points in 19 years, it would take more than 50 years for women to reach 50%. (Section II.B)

**Distribution of Total Women Full-Time Instructional Faculty by Rank and Distribution of Total Male Full-Time Instructional Faculty by Rank--Instructor to Professor**

- + The distribution of the total women full-time instructional faculty has advanced since 1978-79. (Section II.E)

**Ranks from the Lowest to the Highest Percentages**

1978-79 and	
1982-83 through 1984-85	Professor, Instructor, Associate Professor, Assistant Professor
1985-86 through 1989-90	Instructor, Professor, Associate Professor, Assistant Professor
1990-91 through 1997-98	Instructor, Professor, Assistant Professor, Associate Professor

- The pattern of distribution of the total women full-time instructional faculty in 1997-98 continued to differ from the pattern of distribution of the total male full-time instructional faculty. (Section II.E)

The distribution of the total male full-time instructional faculty followed a consistent pattern with the lowest percentage at the rank of Instructor and increases with each higher rank. (Section II.E)

- Although the percentage of the total women full-time instructional faculty with the rank of Professor increased from 7.9% in 1978-79 to 24.1% in 1997-98, the percentage of the total male full-time instructional faculty at that rank increased from 40.4% to 59.1%, 2.5 percentage points more than the percentage increase for women. (Section II.E)
- The gap in percentage points between the percentage of total women full-time instructional faculty with the rank of Professor and the percentage of total male full-time instructional faculty at that rank increased from 32.5 percentage points in 1978-79 to 35 in 1997-98. (Section II.E)
- The percentage of the total male full-time instructional faculty with the rank of Instructor ranged from 1.8% to 4.0% for the time period while the percentage of the total women full-time instructional faculty with that rank ranged from 11.2% to 21.6%. (Section II.E)
- From 1992-93 through 1997-98, the percentage of the total male full-time instructional faculty with the rank of

Instructor ranged from 2.1% to 2.9% while the percentage of the total women full-time instructional faculty with that rank ranged from 11.7% to 15.9%. In 1997-98, women's percentage was 11 percentage points higher than that for men. (Section II.E)

**Percentage Distribution of the Total Full-Time Instructional Faculty by Rank and Gender--Instructor to Professor**

- + Comparison of the percentage distribution of the total full-time instructional faculty by rank and gender at five-year intervals (4 for the last) shows increases for women at the ranks of Professor and Associate Professor. (Section II.D)

	<u>1978-79</u>	<u>1983-84</u>	<u>1988-89</u>	<u>1993-94</u>	<u>1997-98</u>
PR--Men	33.3%	38.4%	42.6%	42.9%	43.8%
PR--Women	1.4%	2.6%	3.7%	4.5%	6.3%
AO--Men	28.1%	26.2%	23.8%	21.0%	18.8%
AO--Women	4.9%	6.2%	7.1%	7.8%	9.5%
AI--Men	17.7%	12.6%	10.0%	10.5%	9.8%
AI--Women	7.5%	8.9%	7.4%	7.5%	6.7%
IN--Men	3.3%	1.4%	2.7%	2.2%	1.7%
IN--Women	3.8%	3.6%	2.7%	3.5%	3.5%

(Abbreviations: Professor--PR; Associate Professor--AO; Assistant Professor--AI; Instructor--IN)

- Even with increases, women with the rank of Professor have not made up more than 6.3% of the total full-time instructional faculty. In contrast, men with the rank of Professor have made up between 41% and 46% of the total full-time instructional faculty since 1985-86. (Section II.D)
- Even with increases, women's combined percentages of the ranks of Professor and Associate Professor have not exceeded 15.8% of the total full-time instructional faculty. In contrast, men's combined percentages for those ranks have ranged from 61.4% to 67% of the total full-time instructional faculty for the years studied. (Section II.D)
- Unlike men, women with the rank of Instructor made up essentially the same percentage of the total full-time instructional faculty in 1997-98 as in 1978-79. (Section II.D)

**Full-Time Instructional Faculty--Assistant Professor and Above**

- + The number of full-time instructional faculty with ranks of Assistant Professor and above examined at five-year intervals (4 for the last) shows an increase in the number of women. (Section II.B)

	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>% Women</u>
1978-79	1197	1019	178	14.9%
1983-84	1004	816	188	18.7%
1988-89	1090	880	210	19.3%
1993-94	1062	839	223	21.0%
1997-98	1017	776	241	23.7%

- While the number of women on the full-time instructional faculty with ranks of Assistant Professor and above increased by 63 in the nineteen-year period from 1978-79 to 1997-98 and the number of men decreased, there were still 535 more men than women in 1997-98. (Section II.B)
- + Women's percentage of the full-time instructional faculty with ranks of Assistant Professor and above increased from 15% in 1978-79 to 24% in 1997-98, although there were some percentage decreases during that time period. (Section II.B)
- If women's percentage of the full-time instructional faculty with ranks of Assistant Professor and above continues the trend of a gain of 8.8 percentage points in 19 years, it would take more than 50 years for women to reach 50%. (Section II.B)

**Full-Time Instructional Faculty--Individual Ranks**

- + The number of women full-time instructional faculty with the rank of Professor increased from 18 in 1978-79 to 67 in 1997-98, a net gain of 49. (Section II.A)
- There were 3 fewer women with the rank of Professor on the full-time instructional faculty in 1997-98 than in 1996-97, the year with women's highest number (70). (Section II.A)
- There were 411 more men than women with the rank of Professor on the full-time instructional faculty in 1978-79 and a difference of 402 in 1997-98. From 1985-86 through 1996-97, the difference was higher than either of those



numbers. (Section II.A)

- + **Women's percentage of the full-time instructional faculty holding the rank of Professor** increased from 4% in 1978-79 to 12.5% in 1997-98. (Section II.C)
- **Women's percentage of the full-time instructional faculty holding the rank of Professor** increased 2 percentage points for each of the five-year periods between 1978-79 and 1993-94 and 2.5 percentage points in the four-year period from 1993-94 to 1997-98. At the most recent rate, it would take 60 years for women to reach 50% of Professors. At the 8.5 rate in 19 years, it would take more than 80 years for women to reach that status. (Section II.C)
- + **The number of women on the full-time instructional faculty with the rank of Associate Professor** increased from 63 in 1978-79 to 102 in 1997-98, a net gain of 39. (Section II.A)
- + **Women's percentage of the full-time instructional faculty with the rank of Associate Professor** increased from 15% in 1978-79 to 34% in 1997-98, an increase of 19 percentage points. The rate of increase of 4 percentage points for each five-year period between 1978-79 and 1993-94 changed to 7 percentage points for the four-year period from 1993-94 to 1997-98. (Section II.C)
- + **While the number of women on the full-time instructional faculty at the rank of Assistant Professor** decreased from 97 in 1978-79 to 72 in 1997-98, women's percentage of the faculty at that rank increased from 30% to 41%. Since 1983-84, their percentage has ranged between 40% and 46%. (Section II.A and II.C)
- **Among the ranks from Instructor to Professor for full-time instructional faculty**, it was only at the rank of Instructor that women held a majority of positions for every year in the time covered by this study. (Section II.C)
- **Women's percentage of the full-time instructional faculty holding the rank of Instructor** ranged from 50% to 72% for the total years covered by this study. For the six-year period of 1992-93 through 1997-98, the range was between 60% and 68%, and their 67% in 1997-98 was 13 percentage points higher than their percentage for 1978-79. (Section II.C)

**Tenure Status of UTK Women Faculty: 1988-1997**

**Tenured Faculty**

- + **Women's percentage of the tenured faculty with 9/10 and 11/12 month appointments increased from 15.5% in 1988 to 20.2% in 1997. (Section I.A.5)**

The yearly percentage increases between 1988 and 1993 ranged from .1 to .5, with .1 being the most frequent rate of increase. (Section I.A.5)

An increase of more than 1% occurred from 1995 to 1996 and from 1996 to 1997. (Section I.A.5)

- **The trends in women's percentage of the tenured faculty at UTK are below the national ones, which were 18.1% in 1975 and 24.4% in 1993, for example. (Section I.A.5 and Appendix A--On Campus with Women)**

- + **The number of tenured women faculty with 9/10 and 11/12 month appointments increased from 126 in 1988 to 137 in 1993 and to 167 in 1997, a net gain of 41. (Section I.A.5)**

The number of tenured male faculty with 9/10 and 11/12 month appointments was higher than their 1988 total of 685 in every year except one through 1994. Their total then declined from 695 in 1994 to 658 in 1997. (Section I.A.5)

- + **The percentage of full-time instructional women faculty with tenure increased from 54.5% in 1992-93 to 59.9% in 1997-98. (Section III.A.1.a)**

- **The percentage of full-time instructional male faculty with tenure was 22.7 percentage points higher than that for women in 1997-98. Men's percentages increased from 79.5% in 1992-93 to 82.6% in 1997-98. (Section III.A.1.a)**

**Tenure Track Faculty**

- In 1997, women held 63 (37.7%) of the 9/10 and 11/12 month tenure track appointments, a number too low to produce a substantial increase in women's percentage of the tenured faculty in the future. (Section I.A.5)

**Non-Tenure Track Faculty**

- Women's percentage of 9/10 and 11/12 month appointments not on the tenure track ranged from 36% in 1988 to 56.3% in 1997. Since 1993, women have held 52.2% or more of these appointments. (Section I.A.5)

**Women's Status on the Part-Time Instructional Faculty:**  
**1992-93 through 1997-98**

- Women held a majority of part-time instructional faculty positions every year from 1992-93 through 1997-98, with percentages ranging from 51% to 61%. (Section III.B.1.a)
- The greatest numbers of women on the part-time instructional faculty were at the rank of Instructor for each year from 1992-93 through 1997-98, a pattern not true for men. (Section III.B.1.b)

## **SECTION IV. PART B**

### **Unit Trends for UTK Women Faculty**

**Underutilization of Women Faculty: 1975-1996**

**Women's Status on the Total Faculty in 16 Major Units: 1987-1995**

**Women's Status on the Total Faculty in Departments within Colleges: October 1995**

**Women's Status on the Total Faculty in Selected Departments: 1977-1995**

**Women's Status on the Total Faculty in Departments or College/School: October 1995**

**Tenure Status of UTK Women Faculty by Unit: 1990-1997**

## SECTION IV. PART B

### UNIT TRENDS FOR UTK WOMEN FACULTY

#### Underutilization of Women Faculty: 1975-1996

Note: Underutilization of women faculty was reported in the annual Affirmative Action Plan by departments through 1986 and by major units only in the years that followed.

- Reports in which analyses listed individual departments as well as Colleges/Schools indicated underutilization of women faculty in the following number of units:

		<u>Number Underutilized</u>
Fall 1975	32 units	87
Fall 1977	33 units	88
Nov. 1981 Report	25 units	81
Oct. 1986	28 units	

(Section I.D.1, I.D.2, I.D.3, and I.D.4)

- Reports in which analyses listed 16 major units but not departments within Colleges indicated underutilization of women faculty in 9 units in 1987, 6 in 1992, 9 in 1993, and 7 in 1995 and in 1996 (the same number as in 1991).  
(Section I.D.5)

Four units (25%) had underutilization of women faculty in each of the 7 years between 1987 and 1996 included in this study: Arts and Sciences--Humanities, Arts and Sciences--Social Sciences, Arts and Sciences--Natural Sciences, and Education.

Three additional units (19%) had underutilization of women faculty in 1993, 1995, and 1996: Architecture and Planning, Business Administration, and Engineering.

**Women's Status on the Total Faculty in 16 Major Units:**  
**1987-1995**

Note regarding information for 1995: All faculty, including non-tenure track, are reported for individual units. Information on departments from the table in Volume 5 of the Affirmative Action Plan was combined for the following 16 EEO-6 units: Architecture and Planning, Arts & Sciences--Humanities, Arts & Sciences--Social Sciences, Arts & Sciences--Natural Sciences, Biomedical Science, Business Administration, Communications, Education, Engineering, Human Ecology, Information Science, Law, Law Library, Library, Nursing, and Social Work. Sixteen listings that could not be classified by departments, such as those assigned to a Dean's Office or an Office of Vice Chancellor, are combined in an Other Category which is not reported in this summary when trends focus on individual units.

- + In 1995, 10 units had a greater number of women faculty than they had in 1987 and 1988. (Section I.C.2.c)
- In 1995, 5 units had fewer women faculty than they had in 1987 and/or 1988. (Section I.C.2.c)
- In 1995, women's percentage of the total faculty in the 16 units ranged from 4% to 100%, with the lowest percentages in non-traditional disciplines and the highest in those linked to traditional professions for women. (Section I.C.2.a)

Women made up 20% or less of the faculty in 4 units in 1995: Business Administration (20%), Architecture and Planning (19%), Arts and Sciences--Natural Sciences (14%), and Engineering (4%).

Women made up more than 50% of the faculty in 4 units in 1995: Nursing (100%), Law Library (83%), Library (72%), and Social Work (64%).

- +/- Between 1987/1988 and 1995, women's percentage of the total faculty changed from minority to majority status in 1 unit and from majority to minority status in 3 units. (Section I.C.2.a and I.C.2.c)

Women's percentage of the total faculty in Social Work increased from 46% in 1987 to 64% in 1995.

Between 1987/1988 and 1995, women's percentage of the

total faculty declined from 50% to 33% in Biomedical Science, from 53% to 47% in Human Ecology, and from 50% to 46% in Information Science.

- In 1995, women's percentage of the total faculty in a unit with the rank of Assistant Professor and above was lower in 14 units than their percentage of the total faculty at all ranks and the same for 2. (Section I.C.2.a and I.C.2.b)

The differences in percentages ranged from .6 to 12.3, with 8 units showing a decrease of 4.0 or more.

The greatest decrease in percentages was for Arts and Sciences--Humanities, where women were 45.0% of all ranks but 32.7% of ranks of Assistant Professor and above.



**Women's Status on the Total Faculty in Departments  
within Colleges: October 1995**

+/- Women's percentages of the total faculty in departments had the following ranges in 1995:

50% to 86%	12 departments
40% to 46%	5 departments
33% to 39%	4 departments
20% to 29%	18 departments
10% to 17%	10 departments
3% to 9%	9 departments
0%	2 departments

(60 units; units with 1 faculty member not included)  
(Section I.C.3.a and I.C.4.a)

+ Women made up one-third or more of the total faculty in 35% of the departments in 1995. (Section I.C.3.a)

- Women made up 17% or less of the total faculty in 35% of the departments in 1995. (Section I.C.3.a)

In 1995, women's percentage of the total faculty ranged from 3% to 9% in 15% of the departments.

In 1995, two departments had no women on their faculty.

+/- Women's percentages of the total faculty in departments with ranks of Assistant Professor and above had the following ranges in 1995:

50% to 82%	6 departments
40% to 46%	5 departments
30% to 36%	6 departments
20% to 29%	14 departments
10% to 18%	14 departments
3% to 8%	10 departments
0%	4 departments

(59 units; units with 1 faculty member not included)  
(Section I.C.3.b and I.C.4.b)

- In 1995, the number of departments with 50% or more women faculty at all ranks was reduced by half for departments with 50% or more women at the ranks of Assistant Professor and above while the number of departments with no women

faculty doubled. (Section I.C.3.a, I.C.3.b, I.C.4.a, and I.C.4.b)

The 4 departments that had no women faculty with the ranks of Assistant Professor and above in 1995 were distributed in 3 different Colleges.

- In 1995, there were more departments with low percentages of women faculty with ranks of Assistant Professor and above than there were of low percentages of women faculty at all ranks. (Section I.C.3.a, I.C.3.b, I.C.4.a, and I.C.4.b)

Women made up 18% or less of the total faculty with ranks of Assistant Professor and above in 48% of the departments in 1995.

Women's percentage of the total faculty with ranks of Assistant Professor and above ranged from 3% to 8% in 17% of the departments in 1995.

- /+ In 1995, women's percentages of the total faculty in a department with ranks of Assistant Professor and above were lower than their percentages of the total faculty at all ranks in 33 departments, higher in 10, and the same in 16. (Section I.C.3.a and I.C.3.b)

Women's percentages were lower for Assistant Professor and above than for faculty at all ranks in 56% of the departments in 1995.

The difference in percentage points for those which were lower ranged from .6 to 24.6, with 4 departments having a difference between .6 and 2.7, 8 between 3.1 and 5.0, 10 between 6.0 and 9.8, 9 between 13.1 and 16.7, and the 2 highest of 20.0 and 24.6.

The difference in percentage points for 9 of the 10 departments that were higher ranged from .5 to 1.7, with the tenth having a difference of 6.7.

**Women's Status on the Total Faculty in Selected Departments:**  
**1977-1995**

Note: Information for one or more years before 1995 was located for 35 departments within Colleges as follows: Arts and Sciences--Humanities 6, Arts and Sciences--Social Sciences 7, Arts and Sciences--Natural Sciences 7, Business Administration 5, Communications 3, Engineering 4, Human Ecology 3. All departments existing in 1995 in Arts and Sciences--Social Sciences and in Communications are represented in the information for prior years.

- + Information for 23 departments for 1977 and 1995 indicates that **women's percentage of the faculty** was higher in 1995 than in 1977 in 22 of those departments. (Section I.C.5.c)
- Of the 31 departments for which comparable data are included in this study, 11 (35.48%) departments had lower percentages of women faculty in 1995 than they had in 1981 and/or 1986. (Section I.C.5.c)
- + Nine departments that had no women faculty in the first report for their department between 1977-1986 had 1 or more women faculty in 1995. (Section I.C.5.c)
- + In 3 of the selected departments, women's status changed from that of a minority in 1977 (with percentages ranging from 10% to 40%) to that of a majority in 1995 (with percentages ranging from 64% to 86%). (Section I.C.5.c)
- In 4 of the departments studied for selected years between 1977 and 1995, the number of women faculty never exceeded 1, with their highest percentage of women faculty being 7.7%. (Section I.C.5.c)

Women's Status on the Total Faculty in Departments or  
College/School: October 1995

Note: In this section data are included both for departments within Colleges and for Colleges/Schools without departments for a maximum number of 68 units.

- In 1995, 24 (35%) of 68 departments or Colleges/Schools without departments had a total male faculty ranging from 15 to 57 compared to 5 (7%) departments with a total women faculty within that range. (Section I.C.5.a)

In 1995, the highest numbers of women faculty within departments or Colleges/Schools were primarily in traditional fields for women: English (39), Romance Languages (38), Library (36), Nursing (32), Social Work (23).

- In 1995, 50% of 68 departments/Colleges/Schools had a total of 1 to 3 women faculty compared to 15% which had a total of 1 to 3 male faculty. (Section I.C.5.a)

Eighteen percent of the departments/Colleges/Schools had one woman faculty member compared to 3% that had one male faculty member.

- In 1995, 23 (34%) of 68 departments/Colleges/Schools had a total male faculty with the rank of Assistant Professor and above ranging from 15 to 57 compared to 3 (4%) with a total women faculty with the rank of Assistant Professor and above within that range. (Section I.C.5.b)

The highest numbers of women faculty with ranks of Assistant Professor and above in departments/Colleges/Schools were in traditional professions for women: Library (32), Nursing (21), and Social Work (16).

- In 1995, 37 (54%) of 68 departments/Colleges/Schools had a total of 1 to 3 women faculty at the rank of Assistant Professor and above compared to 9 (13%) which had a total of 1 to 3 male faculty at those ranks. (Section I.C.5.b)

Twenty-four percent of the departments/Colleges/Schools

had 1 woman faculty member with the rank of Assistant Professor and above compared to 4% that had 1 male faculty member at those ranks.

- The number of total faculty with the rank of Professor in a department or College/School without departments differed for women and men in 1995. (Section I.C.7.b)

In 1995, the highest number of women in a department or College/School with the rank of Professor was 7 (Library), and the next highest was 5 (English). Two departments had 4 women full Professors (Child and Family Studies, Nursing), and 2 departments had 3 (Art, Botany). Nine departments had 2 women Professors and 22 departments had 1.

In 1995, 22 (32%) of departments or Colleges/Schools had a total male faculty with the rank of Professor that exceeded the highest number of women full Professors in any of the units. The numbers for men ranged from 8 to 40. Two departments/Colleges/Schools had 2 male Professors and 9 departments had 1.

There were no women with the rank of Professor in 31 (46%) of the 68 departments/Colleges/Schools in 1995 compared to 7 (10%) with no men at that rank.

- +/- The range of numbers of Associate Professors in a department or College/School in 1995 was similar for men and women, but there were noticeably more units with 1 or 0 women than men at that rank. (Section I.C.7.c)

There were 2 units with the highest number of 11 for male Associate Professors and 1 with that number for women (Library) in 1995.

Two departments/Colleges/Schools had 7 male Associate Professors, and 2 had 7 women Associate Professors (Nursing, Romance Languages).

Six departments/Colleges/Schools had 1 male Associate Professor, while 25 had 1 woman Associate Professor.

There were no male Associate Professors in 10 (15%) of 67 departments/Colleges/Schools in 1995 and no women Associate Professors in 23 (34%).

- +/- In 1995, most of the highest numbers of Assistant Professors in a department or College/School without departments were held by women, but there were more departments or Colleges/Schools without any women faculty at that rank than there were for men. (Section I.C.7.d)

Of the 4 highest numbers of Assistant Professors in a department or College/School in 1995, women held the top number of 14 (Library), the third highest number of 11 (Social Work), and the fourth of 10 (Nursing).

There were 23 (34%) of 67 departments or Colleges/Schools with no women Assistant Professors compared to 13 (19%) with no male faculty at that rank.

- When the numbers of men and women holding the rank of Professor within a department/College/School are compared for 1995, there were more men than women at that rank in 54 units, more women than men in 6, and the same in 3. (Section I.C.8.b)

In departments or Colleges/Schools in which there were more men than women as Professors in 1995, the differences in the numbers were often substantial.

Examples: Physics and Astronomy--40 men and 1 woman with the rank of Professor, Mathematics--32 men and 2 women, Chemistry--21 men and 1 woman, Mechanical and Aerospace Engineering--20 men and 0 women, Electrical Engineering--19 men and 0 women, English--19 men and 5 women, Architecture and Planning--14 men and 1 woman, Economics--13 men and 1 woman, Psychology and Clinic--14 men and 2 women

In departments or Colleges/Schools in which there were more women than men as Professors in 1995, the differences in the numbers were small.

Child and Family Studies--4 women and 1 man with the rank of Professor, Germanic and Slavic Languages--1 woman and 0 men, Law Library--2 women and 0 men, Library--7 women and 1 man, Nutrition and Food Science--2 women and 1 man, Nursing--4 women and 0 men

- The numbers for full Professors in 1995 do not reflect substantial increases for those departments that had women with that rank in May 1972, and in one case there was a decrease.

Distribution of women with the rank of Professor in 1972 (department heads not included): (Section I.A.2)

English 1, Home Economics 5, Library Staff 4, Mathematics 1, Physics 2, Social Work 1, Women's Physical Education 2

Women with the rank of Professor in the same departments in 1995: (Section I.C.8.a and I.C.8.b)

English 5, Total for the 5 departments in Human Ecology 7, Library 7, Mathematics 2, Physics and Astronomy 1, Social Work 2

- When the numbers of men and women holding the rank of Associate Professor within a department/College/School are compared for 1995, there were more men than women at that rank in 49 units, more women than men in 9, and the same in 4. (Section I.C.8.a and I.C.8.b)
- +/- In 1995, women's percentages of the faculty with ranks of Professor and Associate Professor in departments or Colleges/Schools without departments ranged as follows:

<u>Women's % of Professors &amp; Associate Professors</u>	<u>Number of Departments/Colleges/ Schools with that %</u>
100%	3
50% to 88%	7
40% to 44%	3
33% to 39%	3
20% to 29%	16
10% to 18%	11
2% to 8%	10
0%	14

(67 units) (Section I.C.8.a and I.C.8.b)

- In 1995, the range of women's percentages of Professors and Associate Professors for departments within Colleges was as follows: (Section I.C.8.a)

Arts and Sciences--Humanities	15% to 67%
Arts and Sciences--Social Sciences	7% to 25%
Arts and Sciences--Natural Sciences	0% to 25%
Business Administration	0% to 18%
Communications	0% to 100%
Education	0% to 50%
Engineering	0% to 11%
Human Ecology	10% to 88%

- +/- The range of women's percentages of Professors and Associate Professor in the 8 units without departments was 5% to 100% in 1995. (Section I.C.8.b)
- + Women were 100% of Professors and Associate Professors in 1995 in Advertising, Law Library, and Nursing, with 2, 2, and 11 women respectively. (Section I.C.8.a and I.C.8.b)
- + Units where women were between 50% and 88% of Professors and Associate Professors in 1995 were distributed as follows: Arts and Sciences--Humanities (1 department), Biomedical Science, Education (2 units), Human Ecology (2 departments), and Library. (Section I.C.8.a and I.C.8.b)
- The 21% of the departments or Colleges/Schools with no women Professors or Associate Professors in 1995 were distributed as follows: Arts and Sciences--Natural Sciences (3 departments), Business Administration (1 department), Communications (1 department), Education (6 units), and Engineering (3 departments). (Section I.C.8.a and I.C.8.b)
- When the numbers of men and women holding the rank of Assistant Professor within a department or College/School are compared for 1995, there were more men than women at that rank in 35 units, more women than men in 17, and the same in 10. (Section I.C.8.a and I.C.8.b)
- When the numbers of men and women holding the rank of Instructor within a department or College/School are compared for 1995, there were more men than women at that rank in 8 units, more women than men in 30, and the same in 1. (Section I.C.8.a and I.C.8.b)
- In 5 departments, the number of women with the rank of Instructor exceeded the total number of women with ranks of Assistant Professor and above in 1995. Women with the rank of Instructor made up from 56% to 67% of the total women faculty in those departments. (Section I.C.8.a)
- In 6 departments, the number of women with the rank of Instructor was the same as the total number of women with ranks of Assistant Professor and above in 1995. (Section I.C.8.a)
- In 2 departments, the only woman faculty member in the unit in 1995 held the rank of Instructor. (Section I.C.8.a)



**Tenure Status of UTK Women Faculty by Unit: 1990-1997**

**Full-Time Tenured Faculty: 1992-1997**

-/+ Women's percentages of the full-time tenured faculty by unit for the 1992-1997 time period were as follows: (Section III.A.4)

	<u>1992- 1993</u>	<u>1997- 1998</u>	<u>6-yr. Low</u>	<u>6-yr. High</u>
Architecture/ Planning	11.1%	10.0%	0.0%	15.8%
A&S Humanities	22.3%	30.1%	21.9%	30.1%
A&S Social Sci.	12.1%	18.7%	12.1%	19.8%
A&S Natural Sci.	6.1%	9.5%	6.1%	9.5%
Business Admin.	12.9%	13.9%	9.3%	13.9%
Communications	28.6%	31.6%	28.6%	43.8%
Education	25.5%	27.1%	25.0%	28.9%
Engineering	4.0%	5.1%	1.9%	5.1%
Graduate Schools*	0.0%	28.6%	0.0%	37.5%
Human Ecology	70.0%	50.0%	38.5%	70.0%
Law	11.8%	17.6%	11.8%	17.6%
Law Library	100.0%	100.0%	100.0%	100.0%
Main Library	73.1%	73.1%	73.1%	78.3%
Nursing	100.0%	100.0%	100.0%	100.0%
Social Work	45.5%	40.0%	36.4%	45.5%

\*Information Science and Biomedical Science

**Part-Time Tenured Faculty: 1992-1997**

The only unit with part-time tenured women faculty for each year from 1992 through 1997 was the Main Library. In 1997-98, 2 women part-time faculty with the rank of Associate Professor and 2 with the rank of Assistant Professor held tenure. (Section III.B.2)

**Tenured/Tenure Track Regular Faculty: 1990-1996**

-/+ Women's percentages of the tenured/tenure track regular faculty by unit for the 1990-1996 time period were as follows: (Section I.B.3)

	<u>1990</u>	<u>1996</u>	<u>7-yr.</u> <u>Low</u>	<u>7-yr.</u> <u>High</u>
Architecture/ Planning	15.0%	4.5%	4.5%	15.0%
A&S Humanities	28.7%	30.7%	27.6%	31.6%
A&S Social Sci.	22.1%	21.8%	20.4%	22.1%
A&S Natural Sci.	8.2%	10.3%	8.2%	10.3%
Biomedical Science	0.0%	0.0%	0.0%	0.0%
Business Admin.	13.5%	18.3%	13.5%	18.3%
Communications	41.2%	31.6%	31.6%	41.2%
Education	26.8%	31.1%	26.8%	35.6%
Engineering	3.3%	4.3%	3.3%	4.3%
Human Ecology	58.8%	45.3%	42.6%	59.4%
Information Science	33.3%	60.0%	14.3%	60.0%
Law	29.6%	35.5%	25.0%	35.5%
Libraries	70.0%	71.8%	68.4%	72.1%
Nursing	94.7%	93.8%	93.8%	100.0%
Social Work	36.8%	58.3%	36.8%	58.3%

**Tenured Regular Faculty and Tenure Track Regular Faculty: 1995**

- /+ **Women's percentages of the tenured/tenure track regular faculty, the tenure track regular faculty, and the tenured regular faculty were as follows in 1995: (Section I.C.9.a, I.C.9.b, I.C.9.c)**

	<u>Tenure &amp; On Track</u>	<u>Tenure Track</u>	<u>Tenured</u>
Architecture/ Planning	8.3%	20.0%	5.3%
A&S Humanities	31.6%	41.9%	28.5%
A&S Social Sci.	20.5%	30.8%	17.4%
A&S Natural Sci.	9.6%	11.8%	9.1%
Biomedical Science	0.0%	---	0.0%
Business Admin.	16.3%	34.8%	10.1%
Communications	40.0%	42.9%	38.5%
Education	31.1%	70.0%	25.0%
Engineering	4.1%	12.5%	2.1%
Human Ecology	42.6%	52.6%	37.1%
Information Science	50.0%	75.0%	33.3%
Law	33.3%	50.0%	22.2%
Libraries	71.1%	56.3%	79.3%
Nursing	93.8%	100.0%	92.3%
Social Work	57.7%	68.8%	40.0%

- **The range of numbers of tenured regular faculty in the 15 units differed for men and women in 1995. (Section I.C.9.c)**

The range in the number of tenured regular faculty in the 15 units in 1995 was 1 to 149 for men and 0 to 41 for women.

The 6 highest numbers of men on the tenured regular faculty in units in 1995 ranged from 48 to 149 while the 6 highest numbers for women ranged from 13 to 41.

The units with the highest numbers of women tenured regular faculty were as follows:

Arts and Sciences--Humanities (41)  
Libraries (23)  
Education (16)  
Arts and Sciences--Social Sciences (15)  
Arts and Sciences--Natural Sciences (15)  
Human Ecology (13).

## APPENDIX

- A. Status of Women Faculty in Higher Education
  - Task Force on Women 1972 Report
  - The American Woman 1992-93: A Status Report
  - Academe
  - Report Card on Title IX at 25
  - On Campus with Women
- B. Educational Attainment by Women
  - The American Woman 1992-93: A Status Report
  - Report Card on Title IX at 25
  - New York Times

**APPENDIX A**

**Status of Women Faculty in Higher Education**

**Task Force on Women 1972 Report**

Excerpts from the Introduction on the status of women  
faculty and students nationally

## **Task Force on Women 1972 Report**

### **Excerpts from the Introduction**

The Women's Task Force at its inception turned first to a quick glance at the national scene in order to function with a broad perspective. Some of the disconcerting facts upon which they stumbled were startling, even to the already conditioned "cause" advocates, and especially enlightening to those for whom the experience was new and fresh.

On campuses everywhere, women have begun to examine their status as faculty, as staff, and as students. In scrutinizing virtually the entire structure of the University, they have found voluminous documentary proof that sex discrimination on the campus is real and not a figment of the imagination.

In the past two years, formal charges of sex discrimination have been filed against more than 360 colleges and universities, none of which has been refuted by the Department of Health, Education, and Welfare in its subsequent investigations. Some of the top-ranking institutions have come under fire: Columbia, Harvard, and Yale Universities; the Universities of Chicago, Michigan, Minnesota, and Wisconsin; and the entire state university and college systems of the states of California, Florida, New Jersey, and New York.

Study after study, including extremely comprehensive hearings held by Representative Edith Green, have pin-pointed with sharp intensity the fact that the position of women in academe has been deteriorating for years. The percentage of women graduate students is less now than it was in 1930; the proportion of women faculty has dropped continuously over the past 100 years, from a third of the positions in 1870, to less than a fourth today. Many institutions have a lower proportion of women faculty now than in 1930, and one prestigious mid-western university has a lower proportion of women faculty than it did in 1899. Statistics point out that women, much more often than men, are hired by the lower-paying, less well-known institutions, are promoted more slowly, and receive less pay than their male colleague counterparts. The myth of the shortage of "qualified women" is home based in a traditional situation in which women students are informed that what their department is looking for is "bright young men." The position that "education is wasted on women" is well confuted by the fact that 91 per cent of the women with doctorates work. (It could well be pointed out here that of men with doctorates, only 69 per cent work in their original field of study.)

In the student arena, many institutions place a ceiling on the number of qualified women they will admit, while freely admitting men with lower qualifications. Although the percentage of women undergraduates has been increasing since the 1950's so that it is now 41 per cent, it remains less now than in 1920 when girls constituted 47 per cent of undergraduates or in 1899 when they earned 53 per cent of all undergraduate degrees. About 75-90 per cent (depending on the particular study) of the well-qualified students who do not go on to college are women.

## APPENDIX A

### Status of Women Faculty in Higher Education

Ries, Paula, and Anne J. Stone, eds. The American Woman 1992-93:  
A Status Report. New York: W.W. Norton, 1992.

Table 5-9	College Faculty by Sex and Academic Rank, Fall 1985 (percent distribution)
Table 5-10	Female College Faculty by Race and Academic Rank, Fall 1985 (percent distribution)
Table 5-11	College Faculty by Sex, Academic Rank, and Institutional Type, 1984 (percent distribution)
Table 5-12	Female College Faculty by Selected Field, 1990 (in percentages)

Table 5-8

During the 1980s, increasing numbers of women graduated from the U.S. service academies. West Point had the largest increase (52 percent), although females still constituted just 10 percent of the 1991 graduating class. The Air Force Academy had the highest percentage of women graduates (14 percent) in 1991, and the Naval Academy the lowest (nine percent).

Tables 5-9, 5-10, and 5-11

Although the majority of all college students are female and 20 percent are nonwhite, Tables 5-9 and 5-10 show that most faculty members were white males. In 1985, women constituted only 28 percent, and women of color only three percent, of college faculty (Table 5-10). Since 1910 the female proportion of college faculty has increased by only eight percentage points. In addition, women academics in 1985 tended to be relegated to the lower and less secure rungs of the faculty ladder. Only 32 percent of female versus 59 percent of male faculty enjoyed the job security and higher pay associated with full and associate professorial ranks (see Table 5-9). Women academics were twice as likely as men to be instructors and lecturers (29 percent versus 14 percent), positions that tend to be secured by contracts and renewed on a yearly basis, instead of tenured.

This pattern of male faculty at the higher ranks is more pronounced at four-year institutions, which tend to have greater resources than two-year institutions.

From The American Woman 1992-93: A Status Report

8.6

82

5.8

55

Naval

Estimates are based on project  
adates as of May 16, 1991.  
Source: Unpublished data provided by each service academy, November 1990.



Table 5-9 • COLLEGE FACULTY BY SEX AND ACADEMIC RANK, FALL 1985 (percent distribution)

Academic Rank	Women	Men	Percent Women Within Rank
Full professor	11.7	34.0	11.6
Associate professor	20.3	25.3	23.3
Assistant professor	31.1	21.3	35.8
Instructor	25.1	12.9	42.7
Lecturer	3.6	1.5	47.8
Other faculty	8.2	5.0	38.4
Total percent	100.0	100.0	
Total number	128,063	336,009	

Source: National Center for Education Statistics, *Digest of Education Statistics 1990*, February 1991, Table 207.

Table 5-10 • FEMALE COLLEGE FACULTY BY RACE AND ACADEMIC RANK, FALL 1985 (percent distribution)

Academic Rank	White (Non-Hispanic)	Black (Non-Hispanic)	Hispanic	Asian/Pacific Islander	Native American/Alaskan Native	All Faculty (Both Sexes)
Full professor	12.0	9.1	10.6	11.2	10.3	27.8
Associate professor	20.5	18.3	19.1	19.3	16.7	23.9
Assistant professor	30.9	33.9	27.8	34.9	22.9	23.9
Instructor	24.9	28.1	28.0	19.9	38.1	16.2
Lecturer	3.6	3.7	5.7	4.2	5.3	2.1
Other faculty	8.2	6.8	8.8	10.6	6.7	5.8
Total percent	100.0	100.0	100.0	100.0	100.0	100.0
Total number	113,083	8,771	2,344	3,524	341	464,072

Source: National Center for Education Statistics, *Digest of Education Statistics 1990*, February 1991, Table 207.

Table 5-11 • COLLEGE FACULTY BY SEX, ACADEMIC RANK, AND INSTITUTIONAL TYPE, 1984 (percent distribution)

Academic Rank	Two-Year Institutions		Four-Year Institutions	
	Women	Men	Women	Men
Full professor	14.0	25.8	16.2	45.3
Associate professor	19.1	19.3	23.9	27.3
Assistant professor	15.1	8.2	35.8	19.7
Instructor	31.4	27.6	16.0	4.8
Lecturer	1.5	0.6	5.2	2.1
Other faculty	18.9	18.5	2.9	0.8
Total percent	100.0	100.0	100.0	100.0

Source: American Council on Education, 1989-90 Fact Book on Higher Education, 1989, Table 109.

Table 5-12 • FEMALE COLLEGE FACULTY BY SELECTED FIELD, 1990 (in percentages)

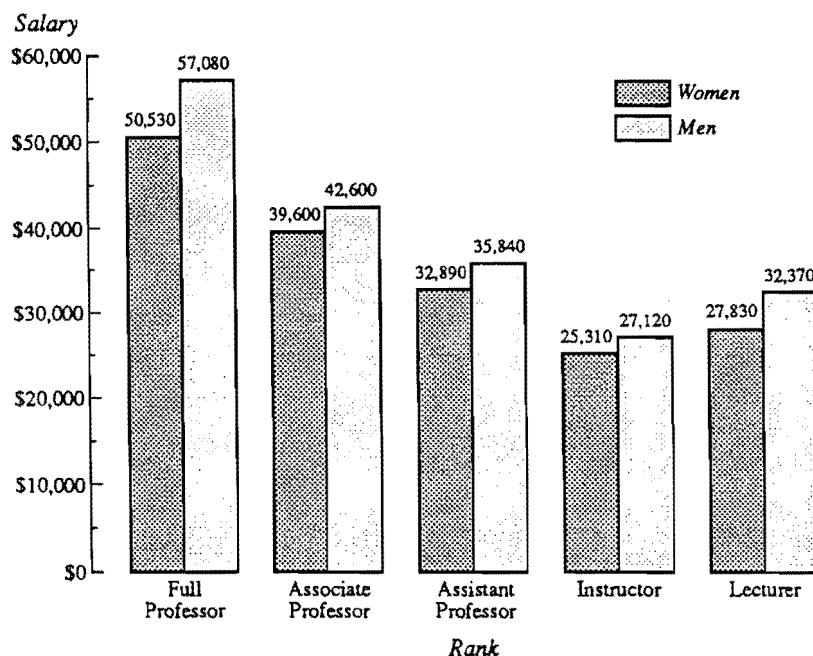
Field	Percent Female
Physics	3.2
Agriculture and forestry	4.2
Natural science	6.4
Engineering	6.6
Political science	18.0
Law	19.0
Theology	22.8
Economics	22.8
Earth, environment, and marine science	23.5
Trade and industrial	23.7
History	24.3
Computer science	25.0
Medical science	25.3
Chemistry	25.5
Mathematical science	30.5
Business, commerce, and marketing	35.5
Psychology	35.7
Biological science	37.0
Sociology	37.6
Art, drama, and music	37.8
Education	45.7
English	52.8
Foreign language	59.6
Health specialties	70.4
Social work	73.1
Home economics	99.9

Source: U.S. Bureau of Labor Statistics, unpublished data, 1990.

Table 5-12

Women faculty, like female college students, were generally underrepresented in nontraditional fields. In 1990, women constituted less than 10 percent of the faculty teaching in each of the following disciplines: physics, agriculture and forestry, natural science, and engineering. Further, female academics made up at least 70 percent of the faculty in the traditionally female fields of health professions, social work, and home economics.

Figure 5-9 • AVERAGE COLLEGE FACULTY SALARY BY SEX AND ACADEMIC RANK, 1990/91



Source: "The Future of Academic Salaries: Will the 1990s Be a Bust Like the 1970s or a Boom Like the 1980s?" *Academe*, March-April 1991, Vol. 77, No. 2.

## Section 5: Education

Figure 5-9

As in other occupations, female a their male counterparts, regardless o highest academic rank—that of f earned 89 percent of the salaries of ti This gap closed, albeit slightly, at the At associate professor and instruc earned 93 percent of men's salaries, a fessor level, women earned 92 percer that of lecturer, women's salaries dro men's salaries.

Table 5-13 • WOMEN COLLEGE ADMINIS percentages)

Position	All Women
Chief executive officer	10
Chief academic officer	17
Chief business officer	10
Chief development officer	20
Chief student affairs officer	25

Source: American Council on Education, *Fact Book* 1990, 1991, Tables 76 and 78.

## APPENDIX A

### Status of Women Faculty in Higher Education

#### Academe: Bulletin of the American Association of University Professors

West, Martha S. "Women Faculty: Frozen in Time." Academe July-August 1995: 26-29.

Tables from "The Annual Report on the Economic Status of the Profession" in the following issues:

**Note for reading the tables:** UTK is a Category I institution.

March-April 1993:

- Table V    Percentage of Faculty Members with Tenured Status, by Rank and Gender, 1982-83, 1987-88, and 1992-93
- Table 11   Percentage of Faculty Members with Tenure Status, by Category, Affiliation, Academic Rank, and Gender, 1992-93
- Table 12   Percentage of Full-Time Faculty on Tenure-Track Appointments, by Category, Affiliation, Academic Rank, and Gender, 1992-93
- Table 16   Percentage Distribution of Full-time Faculty Members, by Category, Affiliation, Academic Rank, and Gender, 1992-93

March-April 1994:

- Table 11   Percentage of Full-Time Faculty on Tenure-Track Appointments, by Affiliation, Academic Rank, and Gender, 1993-94
- Table 12   Percentage of Faculty with Tenure Status, by Affiliation, Academic Rank, and Gender, 1993-94
- Table 14   Percentage Distribution of Full-time Faculty by Category, Academic Rank, and Gender, 1993-94

## Appendix A. Academe. Continued

### March-April 1995:

- Table V    Female Faculty as a Percentage of Full-Time Faculty, by Category and Academic Rank [compares 1989-90 and 1994-95]
- Table 11   Percentage of Full-Time Faculty on Tenure-Track Appointments, by Affiliation, Academic Rank, and Gender, 1994-95
- Table 12   Percentage of Faculty with Tenure Status, by Affiliation, Academic Rank, and Gender, 1994-95
- Table 14   Percentage Distribution of Full-Time Faculty by Category, Academic Rank, and Gender, 1994-95

### March-April 1996:

- Table 11   Percentage of Faculty on Tenure-Track Appointments and Percentage of Faculty with Tenure Status, by Affiliation, Academic Rank, and Gender, 1995-96
- Table 12   Percentage Distribution of Faculty, by Rank, Gender, Category, and Affiliation, 1995-96

### March-April 1997:

- Table 11   Percentage Distribution of Faculty, by Academic Rank, Gender, Category, and Affiliation, 1996-97

### March-April 1998:

- Table 11   Percentage of Faculty on Tenure-Track Appointments and Percentage of Faculty with Tenure Status, by Affiliation, Academic Rank, and Gender, 1997-98
- Table 12   Percentage Distribution of Faculty, by Rank, Gender, Category, and Affiliation, 1997-98

# Women Faculty

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# Frozen in Time

By Martha S. West

*Editor's Note: This article includes a portion of West's more lengthy article, "Gender Bias in Academic Robes: The Law's Failure to Protect Women Faculty," Temple Law Review, vol. 67, pp. 67-178 (1994).*

**I**N 1920, WHEN WOMEN WON THE RIGHT TO VOTE, 26 percent of full-time faculty in American higher education were women. In 1995, 31 percent of full-time faculty in American higher education are women—an increase of 5 percent over seventy-five years! Even if one tries to explain the changing nature of higher education in this country and the backsliding after World War II, such minimal progress for women faculty over seventy-five years is inexcusable. This failure to integrate women fully into the academy is particularly true for research universities. At the University of California, for example, women today hold only 22 percent of the ladder-rank faculty positions of assistant, associate, or full professor. Looking back over the last seventy-five years, the status of women on higher education faculties appears to be frozen in time.

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## Where Are the Women Faculty?

WOMEN'S EXCEEDINGLY SLOW INTEGRATION OF THE FACULTY RANKS, particularly during more recent times, is most distressing given the rapid increase in the percentages of American Ph.D.'s obtained by women in the 1970s and 1980s. Women earned 30 percent of American doctorates in 1980. By 1993 women were earning 38 percent of American Ph.D.'s. Among Ph.D.'s earned by U.S. citizens, women's percentage was significantly higher, increasing to 47 percent in 1993. (One-third of American Ph.D.'s are now earned by foreign citizens. Of these, only 23 percent are women.) Accordingly, if we focus on the pool of Americans qualified for faculty positions, women's lack of success in integrating the faculty ranks is even more disappointing.

In contrast to this discouraging picture, AAUP's Committee on the Economic Status of the Profession remarked on recent increases in women faculty's representation when presenting 1994-95 data on the profession in the March-April 1995 issue of *Academe*. The committee report concludes that there has been a "very rapid change in gender composition" of American faculties over the last five years. My conclusion differs dramatically from this rosy assessment because I begin with a different starting point and draw upon a variety of comparisons that paint a more complex picture.

First, when we look at the gap between the percentage of

women on our faculties and the percentage of women among American recipients of Ph.D.'s, the situation for women is getting worse, not better. This gap has almost doubled over a ten-year period. In 1981-82, national data indicated that 27 percent of full-time faculty, at all ranks, were women. At this time, 35 percent of Americans obtaining Ph.D.'s were women, a difference of 8 percent. By 1993-94, 31 percent of faculty were women, but the percentage of women among Americans earning doctorates had increased to 47 percent. The gap between these two figures had doubled from an 8 percent difference to a 16 percent difference twelve years later.

Broad national numbers also obscure the wide variation in women's faculty participation depending on the type of academic institution where they teach. As the prestige of an institution increases, the percentage of women on the faculty decreases. Figure 1 presents a dramatic snapshot of gender differentials in 1987.

Because doctoral and research universities together employ almost 40 percent of full-time faculty, their relatively low percentages of women faculty operate as a major depressing factor, keeping women's faculty participation rate overall at such a dismal level.

Where are all the women recently earning Ph.D.'s going? Not into the tenured ranks. One of the most shocking sets of statistics are on the percentage of women full-time faculty who have tenure. In 1975, 46 percent of women in full-time teaching in higher education had tenure. In 1992, this number was *exactly* the same: 46 percent. In the late 1970s this percentage had increased, reaching 48 percent in 1982, but it declined again from 1983 through 1992. The AAUP salary study's recent data indicate that the situation for women is improving slightly, with the rate of tenured faculty among women reaching 47.5 percent in 1994-95. In contrast to women, men have consistently improved their tenured rates over this same time period: 64 percent of faculty men had tenure in 1975, 70 percent in 1982, and now 72 percent in 1994-95. While women's tenure rates show a net increase of only 1.5 percent over 20 years, men's rates have increased 8 percent.

Because we find relatively few women in the tenured ranks, it should be no surprise that an increasing percentage of women are found in the lower status, less prestigious, and less secure

ranks of instructor and lecturer. In fact, the percentage of women among those classified as full-time instructors keeps increasing, from 52 percent in 1983 to 59 percent in 1994-95. Similarly, among full-time lecturers, women's percentage grew from 47.5 percent in 1983 to 56.5 percent today. Clearly, women with Ph.D.'s are being "steered," either consciously or unconsciously, into nonresearch academic institutions and into lower status jobs at the more prestigious research institutions.



Finally, once women are successful in obtaining faculty positions, they continue to be paid lower salaries than men at the same ranks. These discrepant salary figures also seem frozen in time. From 1982 to 1995 there has been virtually *no improvement* in the relationship between men's and women's salaries. In 1982 women full professors were earning 89 percent of male full professor salaries. By 1995, this group of women was earning only 88.5 percent of men's salaries. At the assistant professor rank, women earn a somewhat higher percentage of men's salaries: 93 percent. But again, this percentage has undergone hardly any change, rising almost imperceptibly from 92.9 percent in 1982 to 93.3 percent in 1995.

As we often find, the difference between men and women is most pronounced at research universities. A 1987 analysis showed that women assistant professors earned only 86 percent of the male assistant professors' mean basic salary. When total income was calculated, however, including other university income in addition to basic salary, the gender differential became even more pronounced, with women assistant professors taking home only 77 percent of the men's income. It is most disheartening to find significant salary differentials in the assistant professor ranks. This is where the greatest progress in hiring women has been made, and where length of time in rank is not an adequate explanation for this substantial gap.

These amazingly persistent gender differentials among academic institutions, among faculty ranks, and between men's and women's salaries, are graphic illustrations of the historical preference of American employers for male workers. As explained by labor sociologists Reskin and Roos, the high level of gender (and race) segregation in the American labor market has resulted from employers giving white men "first dibs" on the best jobs. Unfor-

FIGURE 1

## Full-time Faculty in 1987

GROWTH IN PRESTIGE	TYPE OF INSTITUTION	WOMEN AS % OF FULL-TIME INSTRUCTIONAL FACULTY	DECLINE IN WOMEN FACULTY
	Public 2-year college	37.9%	
	Liberal arts college	29.1%	
	Public comprehensive university	28.9%	
	Private comprehensive university	27.5%	
	Public doctoral university	25.5%	
	Private doctoral university	22.7%	
	Public research university	20.7%	
	Private research university	19.5%	

unately, higher education in America reflects the same gender bias in the allocation of faculty positions found throughout the American work force. With the rapid rise in American women's participation in graduate education, however, no one can use the excuse any longer that there are few qualified women available.

## Strategies for Change

HIGHER EDUCATION IN AMERICA IS ENTERING A PERIOD OF rapid change. Budgets are declining; large numbers of faculty hired in the boom years of the 1960s are retiring; many programs and departments are being realigned. This fluidity brings opportunity for change that we can use to bring a new generation of qualified women into the academy. With stable graduate enrollments, yet relatively few faculty hires in recent years, we are blessed with a talented pool of available applicants for faculty positions now opening up. To change the gender balance on college and university faculties in any significant way over the next ten years, we must focus our efforts on the faculty hiring process.

*1. Hire New Faculty Only at the Assistant Professor Level.* In my search for explanations for such a slow increase in women's participation on college and university faculties, I examined data on faculty hiring at my own institution, the University of California. I was surprised to find that almost 40 percent of new faculty appointments from 1984 through 1993 at all the UC campuses were hires with tenure at the associate or full professor ranks. No wonder the hire rate for women faculty in the UC system has hovered around 28 percent since 1984. When an institution consistently hires significant numbers of new faculty at the tenured ranks, instead of at the entry assistant professor level, it is hiring from a pool with a limited percentage of women—those already in teaching at other research universities or elite colleges. This pool contains only around 20 percent women. If a campus hires from among faculty already tenured at other colleges and universities, the pool is reduced further to approximately 16 percent women. In contrast, when an institution hires at the assistant professor level, it is hiring from the pool of recent American Ph.D. recipients, a pool that averaged 38 percent women over the last few years and has now reached 47 percent women. Consequently, if we restrict new faculty hires to the entry level of assistant professor, we will increase the number and percentage of women on higher education faculties even if we do nothing else to improve women's status in the profession.

The University of California data illustrate the negative impact on women of hiring faculty at the tenured ranks. Among UC's hires with tenure from 1984 to 1993, 19 percent were women: 15 percent of the approximately 1,000 full professor hires and 27 percent of the 500 associate professor hires. In contrast, among the approximately 2,400 assistant professor hires, 33 percent were women over this nine-year period. Although 33 percent is still below the national availability of women in the

Ph.D. pool, it is a significant improvement over the women's participation rates among tenured hires. Consequently, one of the most important steps UC could take to include more women on the faculty would be to drastically reduce the percentage of hires it makes at the tenured level.

There are two additional reasons to focus efforts for change on faculty hiring issues at the current time. The University of California, along with many other institutions, is experiencing severe financial difficulties. The budget crisis is our ally in convincing administrators to authorize hiring only at the assistant professor level. Based on average (men's) salaries in 1994-95, a college or university will save more than \$28,000 per year for each hire it makes at the assistant professor level rather than at the full professor level. If we shift only ten hires per year from full professor hires to assistant professor hires, we will save at least \$280,000 per year, enough to hire six more new faculty members.

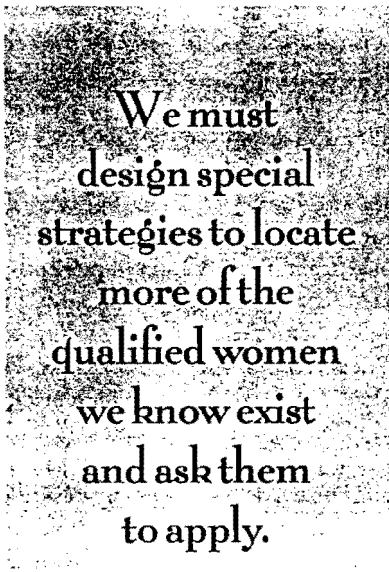
The second reason to focus our current efforts for change on faculty hiring is the recent spate of early retirement programs. Perhaps the University of California is unique, but we have had a quarter of the faculty take one of the early retirement options during the last four years. More than 90 percent of those retiring have been men. Consequently, some of the "rapid change" in gender composition found by the AAUP salary study may have been due to the high levels of recent male retirements across the country. It certainly explains much of the recent increases in women's percentage of the UC faculty from 17 percent in 1990 to 22 percent in 1994. Our early retirement programs have been the most effective "affirmative action" programs ever implemented at UC!

We are just now beginning to recruit new faculty to fill these positions. We will have a unique opportunity over the next ten years to hire a new generation of young faculty. This is our chance to diversify. If we

do not substantially increase the percentage of women hired over the next few years, we will lose the only opportunity our generation will have to alter the current gender imbalance among college and university professors.

Under principles of equal opportunity, at least 40 percent of a college or university's current hires at the assistant professor rank should be women, reflecting women's availability in the national Ph.D. pool. If we wanted to include some measure of affirmative action in faculty hiring, more than 50 percent of faculty hires should be women. Although some academic disciplines do not yet include such a high percentage of women Ph.D.'s, other disciplines have exceeded 50 percent women among their graduate students for many years. When an institution's faculty hires are examined campuswide over time, they should reflect the nationwide composite pool of recent Ph.D.'s among all fields taught at that institution.

*2. Target Recruitment Efforts to Attract Women Applicants.* Some faculty report difficulties in finding women who are seeking faculty positions in research universities. Application data, such as the data we collect at UC Davis, often indicate relatively low percent-



We must  
design special  
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ages of women applying for these positions. Our official campus statistics indicate that only 16 percent of those applying for faculty positions from 1986 to 1991 were women. Clearly, something is wrong with our application process or the way we keep statistics. Under principles of employment discrimination law, when we find low application rates from underrepresented groups, we presume that members of the previously excluded groups have been deterred from applying by the known facts of prior discrimination. We do not assume, contrary to some opinions, that members of underrepresented groups simply do not want the best jobs and therefore are not applying. The assumption of deterrence because of past discrimination is just as applicable to the world of higher education as it is to other areas of employment. Consequently, we must design special strategies to locate more of the qualified women we know exist and ask them to apply.

Women do want jobs in academia. The data on recent Ph.D. recipients indicates that women seek academic jobs at even higher rates than men. In 1991, among those Ph.D.'s with employment commitments, 57.5 percent of the women had a commitment for academic employment, but only 48 percent of the men. Women have a harder time than men, however, obtaining postdoctoral positions, one fact that may contribute to women's relative lack of success in obtaining faculty positions at research universities. In 1991, 30 percent of men, but only 23 percent of women Ph.D.'s, had commitments for postdoctorates. Postdoctoral positions are most common in the sciences, and, unfortunately, these gender differences persist when one looks only at Ph.D. recipients in a given field who have obtained postdoctoral research positions.

Another reason women may not be adequately represented among those labeled "applicants" is that colleges and universities are not conducting truly "open" searches but are continuing to use the traditional academic grapevine to find their "applicants." Bernice Sandler, an expert on women in higher education, has estimated that only 25 percent of searches are, in fact, open searches; in the remaining 75 percent, colleges and universities hire by way of the conventional "inside track." Relatively few people obtain ladder-rank teaching positions by a cold application, mailed to an institution in response to an advertisement, without an introductory telephone call or supporting letter from a graduate school mentor or faculty adviser. Usually, promising prospects are called to the attention of search committees by people already in academic posts. At elite institutions, particularly in small graduate programs, senior professors often "place" their graduates. In academia, we have no standardized way of deciding who is an applicant for a faculty position, and, consequently, a good deal of screening may go on even before someone is classified as an applicant.

Unfortunately, my own campus provided a recent example of this phenomenon. When we established a new neuroscience center a couple of years ago, we hired a director with tenure from a prestigious Eastern college. We then hired five new faculty members, all at the assistant professor level, in a variety of fields where 35 to 40 percent of Ph.D.'s in recent years have been earned by women. All five of the new assistant professor hires were men—not one woman in the group. This did not appear to be an example of "open" recruitment. To give our campus credit, however, during the 1993-94 academic year, when the same campus division searched for eight new assistant professors, six of these

new faculty were women. Perhaps our objections to the neuroscience center hires were heard, illustrating the importance of targeting recruitment efforts to attract women candidates and of monitoring the subsequent hiring process.

3. *End the Practice of Matching Outside Offers.* My last suggestion for change in college and universities' hiring practices is stopping the well-known academic game of matching outside offers. Ending this practice would be the logical outcome if colleges and universities reduce the number of hires they make at the tenured levels. Soliciting offers for a new position at a higher salary or rank at another college in order to obtain a raise at one's own institution has to be one of the more pernicious and discriminatory practices in American higher education. No doubt a certain portion of the continuing and substantial salary differentials between men and women faculty members is a result of this widespread academic practice.

It is impossible to obtain any data on this practice to determine how often it occurs, how often it succeeds, and how often it backfires. We tend to hear about the successful uses of it through our faculty grapevines; we may not hear about the abortive attempts. It is a strategy that works, however, for those who are well-connected, both on and off campus. Those people tend to be men, not women. First, there are relatively few women at the senior ranks who are in a position to use this strategy successfully. Second, those who have been raising children while pursuing academic careers have not had the time to travel and attend as many professional conferences as others. The conference network is important if one is going to meet people in one's field, make contacts, and establish the friendships from which many outside offers come. Third, some women may be more hesitant than some men to pursue this type of opportunistic strategy.

It may not seem fair to call for an end to this practice at a time when greater numbers of women find themselves in secure enough positions to make use of this strategy. Women as a group, however, will not be in a position to be equal players in this game for many years, if ever. Furthermore, even though differential federal courts have viewed this system as a merit system, it is not. It is more dependent on personal relationships and favoritism than any other personnel practice on campus.

## Next Steps for Diversification

IT IS INCUMBENT UPON US, BOTH MEN AND WOMEN, WHO are concerned about the lack of women in the professoriate to examine seriously the faculty hiring processes on our campuses. The continuing retirements of many of our senior colleagues and the new faculty hires that will result create a window of opportunity for us to change the gender balance on our faculties in a significant way. I have offered a few suggestions for maximizing our chances of success in hiring more women. These strategies will also assist in hiring more faculty of color, both men and women. Because relatively few persons of color are obtaining Ph.D.'s, however, we will need to take even more strenuous steps to encourage minority students to enter and complete graduate programs. In the faculty hiring process, the problem of race and ethnicity is even more intractable than the problem of gender. Although each campus is different, if we are creative we will find additional opportunities for diversifying the composition of the faculty who will be teaching our children and our grandchildren. ☛

time tenured faculty has been essentially unchanged, both overall and by gender. Any fears that higher education is becoming increasingly "tenured up" are groundless. There is as much flexibility to allow for new blood as there was ten years ago. Whether this opportunity will be used to develop future tenured faculty by hiring younger people into tenure-stream positions, or will instead be used to enlarge the percentage of part-time faculty, is a major question facing higher education. The evidence is clear, though, that there is sufficient flexibility to provide this choice.

As in past years we present (in Table VI) information on academic salaries by discipline, obtained from a large number of public universities in a survey conducted by Oklahoma State University. While we make no analyses or comparisons to prior years' data, one interesting fact stands out: The existence of salary inversion in some of the fields (business and management, health sciences, home economics, and public affairs) between salaries of all assistant professors and new ones. This phenomenon, and the implied unwillingness or failure of universities to maintain standard salary differentials, usually results from sudden increases in entry-level salaries. With the averages showing this inversion, it is very likely that such inversions are widespread within individual institutions in these and other disciplines. These unusual and disturbing patterns are unlikely to be so blatant in labor markets in profit-making industry, and engender a remarkable amount of dissatisfaction among faculty members.

This year the committee attempted on a pilot basis to obtain information from the institutions in the survey on the percentage of total funds revenues accounted for by spending on instruction and research.<sup>6</sup> By themselves these data are not particularly interesting. They will, though, provide a baseline for future comparisons that will allow an objective examination of the crucial issue of administrative bloat in higher education.<sup>7</sup>

### *Report of Committee Z*

The information underlying this report represents the best attempt to obtain data from the entire universe of institutions of higher learning in the United States. We are especially pleased that this year over 2,200 institutions participated in the survey and are included in the tabulations presented here and in the Appendix Tables. We believe that these institutions account for over 90 percent of all faculty. The number of responses is nearly the

TABLE IV

Percentage of Women within Ranks and for All Ranks Combined and Women's Salaries as a Percentage of Men's, 1982-83, 1987-88, and 1992-93<sup>1</sup>

Academic Rank	1992- 1993	1987- 1988	1982- 1983
PERCENT WOMEN FACULTY			
Professor	14.4	11.4	9.1
Associate	28.9	24.2	19.7
Assistant	42.3	36.6	33.5
Instructor	58.1	53.3	55.3
Lecturer	54.2	50.0	45.5
All Ranks	29.7	25.1	23.6
WOMEN'S SALARIES AS A PERCENTAGE OF MEN'S SALARIES			
Professor	88.2	88.2	89.0
Associate	93.0	92.6	93.4
Assistant	92.3	90.5	92.9
Instructor	94.4	92.6	92.9
Lecturer	87.5	87.1	87.1

<sup>1</sup> Samples include 1,692, 1,546, and 1,840 institutions for 1992-93, 1987-88, and 1982-83, respectively.

TABLE V

Percentage of Faculty Members with Tenured Status, by Rank and Gender, 1982-83, 1987-88, and 1992-93<sup>1</sup>

Academic Rank	1992- 1993	1987- 1988	1982- 1983
MEN			
Professor	96	95	96
Associate	84	81	82
Assistant	16	19	22
Instructor	7	7	9
All Combined	71	69	70
WOMEN			
Professor	97	92	95
Associate	81	79	81
Assistant	16	22	26
Instructor	6	5	7
All Combined	46	46	48

<sup>1</sup> Samples include 1,692, 1,546, and 1,840 institutions reporting data by gender in 1992-93, 1987-88, and 1982-83, respectively.

TABLE 11

Percentage of Faculty Members with Tenure Status, by Category, Affiliation, Academic Rank, and Gender, 1992-93<sup>1</sup>

Academic Rank	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.
ALL COMBINED					MEN				WOMEN			
CATEGORY I (Doctoral-Level)												
Professor	96.8	96.8	96.6	96.6	96.9	96.9	96.9	96.3	95.9	96.2	94.2	99.1
Associate	87.0	88.4	77.1	86.8	87.6	88.8	78.5	89.0	85.3	87.3	73.4	80.9
Assistant	7.9	8.5	3.1	6.7	7.9	8.2	3.2	4.6	8.0	8.8	2.8	9.3
Instructor	3.4	3.5	1.1	1.5	4.5	4.5	2.4	—	2.6	2.9	—	2.6
Lecturer	<u>3.0</u>	<u>3.2</u>	<u>2.1</u>	<u>2.4</u>	<u>4.6</u>	<u>5.0</u>	<u>2.8</u>	<u>2.7</u>	<u>1.6</u>	<u>1.6</u>	<u>1.7</u>	<u>2.1</u>
All Ranks	66.1	66.6	64.3	60.1	73.0	73.5	70.8	68.7	44.9	45.4	42.6	39.3
CATEGORY IIA (Comprehensive)												
Professor	96.5	97.2	95.7	94.0	96.0	96.5	93.5	94.3	99.4	99.9	94.5	92.4
Associate	78.8	79.7	76.1	70.0	79.7	80.7	75.9	70.5	76.4	77.1	76.6	68.8
Assistant	19.8	21.3	13.6	10.5	20.6	21.8	14.6	11.7	18.6	20.5	12.5	9.2
Instructor	6.7	7.9	1.2	—	8.3	9.5	2.0	—	5.7	6.8	0.6	—
Lecturer	<u>0.2</u>	<u>0.1</u>	<u>0.5</u>	<u>17.6</u>	<u>0.4</u>	<u>0.1</u>	<u>1.1</u>	<u>22.2</u>	<u>0.1</u>	<u>—</u>	<u>—</u>	<u>12.5</u>
All Ranks	62.1	62.8	59.4	58.8	69.2	69.8	66.2	66.9	46.5	47.1	44.7	40.1
CATEGORY IIB (General Baccalaureate)												
Professor	94.6	96.8	95.5	91.9	94.7	96.5	95.8	92.2	93.8	98.1	94.1	90.3
Associate	78.4	81.1	81.0	72.0	78.9	61.1	82.0	72.4	77.4	81.3	79.1	71.0
Assistant	17.3	26.0	10.3	15.6	17.2	25.4	10.6	15.8	17.3	26.7	10.0	15.3
Instructor	2.3	3.2	0.9	1.0	2.3	3.9	0.7	0.5	2.3	2.7	1.1	1.5
Lecturer	<u>0.6</u>	<u>0.7</u>	<u>0.7</u>	<u>—</u>	<u>1.0</u>	<u>1.8</u>	<u>—</u>	<u>—</u>	<u>0.3</u>	<u>—</u>	<u>1.2</u>	<u>—</u>
All Ranks	57.5	59.1	58.7	54.7	64.6	65.4	66.6	61.8	43.3	46.9	43.2	39.7
CATEGORY III (Two-Year Colleges with Ranks)												
Professor	97.3	97.3	99.9	88.5	97.7	97.7	99.9	87.9	96.3	96.4	99.8	89.5
Associate	91.5	92.1	65.6	61.2	95.3	96.1	52.6	63.6	86.1	86.5	84.6	56.5
Assistant	47.0	47.9	10.6	13.0	50.2	51.0	13.3	8.8	43.5	44.5	9.1	16.3
Instructor	10.7	10.8	—	2.4	14.1	14.4	—	—	7.9	8.0	—	4.2
Lecturer	<u>0.6</u>	<u>0.6</u>	<u>—</u>	<u>—</u>	<u>1.7</u>	<u>1.8</u>	<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>
All Ranks	67.7	68.2	53.0	40.7	75.0	75.5	51.1	45.8	57.8	56.2	54.5	34.5
CATEGORY IV (Colleges without Rank)												
No Rank	69.4	69.8	42.4	65.2	75.3	75.5	58.6	74.4	63.1	63.8	29.7	50.0
ALL CATEGORIES COMBINED EXCEPT IV												
Professor	96.5	97.0	95.7	92.9	96.4	96.8	95.9	93.1	97.0	98.2	94.3	91.6
Associate	83.3	85.3	78.0	73.3	84.1	86.2	78.7	74.1	81.2	83.2	76.4	71.5
Assistant	15.7	17.6	8.6	13.8	15.6	17.4	8.6	13.9	15.9	17.9	8.5	13.6
Instructor	5.6	6.7	1.0	1.0	7.1	8.5	1.6	0.4	4.6	5.4	0.7	1.5
Lecturer	<u>1.9</u>	<u>1.9</u>	<u>1.6</u>	<u>2.7</u>	<u>3.1</u>	<u>3.2</u>	<u>2.0</u>	<u>3.7</u>	<u>0.9</u>	<u>0.8</u>	<u>1.3</u>	<u>1.9</u>
All Ranks	63.7	64.9	61.2	55.8	70.8	72.0	68.4	63.4	46.3	47.6	43.5	39.7

<sup>1</sup> Sample includes 1,567 institutions reporting information on tenure status. Dash (—) for no one in rank. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 12

Percentage of Full-Time Faculty on Tenure-Track Appointments, by Category, Affiliation, Academic Rank, and Gender, 1992-93<sup>1</sup>

Academic Rank	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.
ALL COMBINED					MEN				WOMEN			
CATEGORY I (Doctoral-Level)												
Professor	98.4	98.6	97.6	98.7	98.5	98.6	97.7	98.7	97.7	97.9	96.2	99.1
Associate	98.4	99.1	94.0	97.5	97.0	97.2	94.7	97.9	96.0	96.0	91.9	96.5
Assistant	87.4	87.3	87.3	86.5	88.3	85.3	87.1	87.5	85.9	85.6	87.7	85.1
Instructor	17.9	16.4	29.4	17.9	19.8	18.2	32.9	7.1	16.7	15.2	26.5	25.6
Lecturer	<u>6.7</u>	<u>6.1</u>	<u>11.0</u>	<u>2.4</u>	<u>6.8</u>	<u>6.7</u>	<u>8.7</u>	<u>2.7</u>	<u>6.6</u>	<u>5.6</u>	<u>12.7</u>	<u>2.1</u>
All Ranks	89.7	89.9	89.5	86.0	92.5	92.7	92.1	90.3	81.0	79.9	80.6	75.5
CATEGORY IIA (Comprehensive)												
Professor	98.9	99.0	98.2	98.2	98.8	98.9	98.1	98.2	99.6	99.5	98.6	97.7
Associate	97.2	97.7	95.4	96.5	97.4	97.8	95.8	97.0	96.7	97.5	94.5	95.3
Assistant	86.7	88.0	81.3	80.4	87.7	88.7	83.7	83.1	85.4	87.2	78.3	77.5
Instructor	36.7	36.7	33.4	30.0	42.3	41.9	43.9	43.5	32.8	33.1	26.5	20.3
Lecturer	<u>1.4</u>	<u>0.9</u>	<u>4.5</u>	<u>23.5</u>	<u>2.1</u>	<u>1.4</u>	<u>5.7</u>	<u>33.3</u>	<u>0.9</u>	<u>0.5</u>	<u>3.6</u>	<u>12.5</u>
All Ranks	88.4	88.5	87.8	89.5	92.0	92.0	91.6	92.9	80.6	80.7	79.9	81.6
CATEGORY IIB (General Baccalaureate)												
Professor	99.0	99.4	98.0	98.0	98.3	99.1	98.2	98.2	97.0	97.0	97.1	97.0
Associate	96.7	97.5	97.2	95.4	96.4	97.4	96.1	95.8	97.2	97.5	99.4	94.5
Assistant	84.4	87.4	83.3	82.2	84.7	88.2	83.2	83.2	84.0	86.4	83.5	81.0
Instructor	40.3	30.3	48.6	42.1	42.3	31.6	49.8	47.5	38.8	29.2	47.8	38.4
Lecturer	<u>4.5</u>	<u>1.1</u>	<u>9.7</u>	<u>5.4</u>	<u>3.5</u>	<u>2.8</u>	<u>5.0</u>	<u>—</u>	<u>5.1</u>	<u>—</u>	<u>13.1</u>	<u>7.8</u>
All Ranks	87.7	85.0	89.4	87.5	90.7	89.7	91.3	90.9	87.5	88.0	85.8	80.2
CATEGORY III (Two-Year Colleges with Ranks)												
Professor	98.6	98.6	99.9	94.2	98.8	98.8	99.9	97.0	98.0	98.1	99.9	89.5
Associate	94.8	95.1	96.9	73.1	95.4	95.8	94.7	72.7	93.9	94.1	99.9	73.9
Assistant	90.3	90.7	99.9	64.9	91.6	92.1	99.9	58.8	88.7	89.2	99.9	69.8
Instructor	69.6	70.1	66.7	40.5	67.3	67.9	—	33.3	71.3	71.8	66.7	45.8
Lecturer	<u>11.0</u>	<u>11.2</u>	<u>—</u>	<u>—</u>	<u>27.6</u>	<u>28.1</u>	<u>—</u>	<u>—</u>	<u>1.9</u>	<u>1.9</u>	<u>—</u>	<u>—</u>
All Ranks	89.8	90.1	98.0	68.5	91.9	92.2	97.8	68.7	87.1	87.3	98.2	66.2
CATEGORY IV (Colleges without Ranks)												
No Rank	99.9	99.9	99.9	97.1	99.9	99.9	99.9	99.9	92.6	92.5	99.9	97.7
ALL CATEGORIES COMBINED EXCEPT IV												
Professor	98.5	98.7	97.8	98.1	98.6	98.7	97.9	98.2	98.4	98.8	97.2	97.2
Associate	97.6	98.2	95.4	95.5	96.9	97.3	95.4	95.0	96.2	96.6	95.4	94.5
Assistant	86.7	87.8	84.3	82.2	87.6	88.7	85.0	83.4	85.5	86.5	83.3	80.7
Instructor	37.7	36.8	38.9	39.7	40.6	39.8	43.5	44.5	35.0	34.7	35.6	36.4
Lecturer	<u>4.9</u>	<u>4.2</u>	<u>9.5</u>	<u>4.6</u>	<u>5.5</u>	<u>5.3</u>	<u>7.5</u>	<u>4.7</u>	<u>4.5</u>	<u>3.3</u>	<u>10.9</u>	<u>4.5</u>
All Ranks	89.0	89.2	89.0	87.4	92.1	92.2	91.8	91.0	82.0	81.9	82.4	79.7

<sup>1</sup> Sample includes 1,510 institutions reporting data on tenure-track appointments. For definition of categories, see explanation of Statistical Data preceding Appendix I. Dash (-) for no one in rank.

TABLE 16

Percentage Distribution of Full-time Faculty Members, by Category, Affiliation, Academic Rank, and Gender, 1992-93<sup>1</sup>

Academic Rank	All Combined		Public		Private Independent		Church-Related	
	Women	Men	Women	Men	Women	Men	Women	Men
<i>CATEGORY I (Doctoral-Level)</i>								
Professor	1.9	16.3	1.4	12.6	0.4	3.2	0.1	0.5
Associate	3.1	9.3	2.4	7.5	0.5	1.3	0.2	0.4
Assistant	4.0	5.6	3.2	5.2	0.6	1.2	0.2	0.3
Instructor	0.9	0.6	0.8	0.5	0.1	0.1	*	*
Lecturer	0.7	0.7	0.5	0.5	0.1	0.1	*	*
No Rank	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>*</u>	<u>*</u>	<u>-</u>	<u>*</u>
All Combinations	10.7	33.6	8.5	26.4	1.7	5.9	0.5	1.3
<i>CATEGORY IIA (Comprehensive)</i>								
Professor	1.5	9.1	1.4	7.0	0.3	1.2	0.2	0.9
Associate	2.6	5.2	1.9	4.5	0.5	1.0	0.3	0.7
Assistant	3.9	5.0	2.8	3.7	0.6	0.7	0.5	0.6
Instructor	1.1	0.8	0.9	0.6	0.2	0.1	0.1	0.1
Lecturer	0.4	0.3	0.3	0.3	*	*	*	*
No Rank	<u>0.1</u>	<u>0.2</u>	<u>0.1</u>	<u>0.1</u>	<u>*</u>	<u>*</u>	<u>*</u>	<u>*</u>
All Combined	10.0	21.6	7.4	16.2	1.5	3.1	1.1	2.3
<i>CATEGORY IIB (General Baccalaureate)</i>								
Professor	0.9	3.9	0.2	1.0	0.3	1.4	0.4	1.6
Associate	1.5	3.1	0.4	0.8	0.5	1.0	0.7	1.3
Assistant	2.4	2.9	0.6	0.5	0.8	0.9	1.1	1.3
Instructor	0.7	0.5	0.2	0.2	0.2	0.1	0.3	0.2
Lecturer	0.1	0.1	0.1	*	*	*	*	*
No Rank	<u>0.1</u>	<u>0.3</u>	<u>*</u>	<u>*</u>	<u>0.1</u>	<u>0.2</u>	<u>*</u>	<u>0.1</u>
All Combined	5.8	10.8	1.4	2.8	1.8	3.5	2.5	4.4
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	0.6	1.4	0.6	1.4	*	*	*	*
Associate	0.9	1.2	0.8	1.1	*	*	*	*
Assistant	1.0	1.0	0.9	1.0	*	*	*	*
Instructor	0.8	0.6	0.7	0.6	*	*	*	*
Lecturer	*	*	*	*	*	-	*	*
No Rank	<u>*</u>	<u>*</u>	<u>*</u>	<u>*</u>	<u>*</u>	<u>*</u>	<u>-</u>	<u>*</u>
All Combined	3.3	4.2	3.1	4.0	0.1	0.1	0.1	0.1
<i>ALL CATEGORIES COMBINED</i>								
Professor	5.2	30.8	3.7	22.0	1.0	5.8	0.6	3.0
Associate	8.0	19.7	5.5	13.9	1.4	3.3	1.2	2.5
Assistant	11.4	15.5	7.5	10.6	2.0	2.8	1.8	2.2
Instructor	3.5	2.6	2.6	1.9	0.4	0.3	0.5	0.3
Lecturer	1.2	1.1	1.0	0.8	0.2	0.2	0.1	*
No Rank	<u>0.4</u>	<u>0.6</u>	<u>0.2</u>	<u>0.2</u>	<u>0.2</u>	<u>0.3</u>	<u>*</u>	<u>0.1</u>
All Combined	29.9	70.2	20.4	49.6	5.2	12.6	4.2	8.2

<sup>1</sup> Sample includes 1,692 institutions. Dash (-) for no one in rank. \* Figures too small to be meaningful.

TABLE 11

Percentage of Full-Time Faculty on Tenure-Track Appointments, by Affiliation, Academic Rank, and Gender, 1993-94<sup>1</sup>

Academic Rank	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.
	ALL COMBINED				MEN				WOMEN			
Professor	98.5	98.7	98.3	97.9	98.7	98.8	98.5	98.1	97.9	98.1	97.5	96.9
Associate	98.0	98.8	96.0	95.9	98.9	99.9	96.5	96.2	95.7	96.0	95.1	95.2
Assistant	86.5	87.7	85.2	82.5	87.4	88.5	87.0	82.9	95.4	86.7	82.9	82.0
Instructor	37.6	37.2	36.2	41.3	39.8	39.7	37.0	41.8	36.1	35.4	35.6	41.0
Lecturer	4.0	3.4	6.7	5.8	5.2	4.9	7.1	5.9	3.0	2.2	6.4	5.6
No Rank	<u>26.2</u>	<u>18.7</u>	<u>37.5</u>	<u>50.0</u>	<u>31.6</u>	<u>21.9</u>	<u>44.6</u>	<u>52.9</u>	<u>20.9</u>	<u>14.8</u>	<u>28.5</u>	<u>45.1</u>
All Combined	89.0	89.1	89.4	87.7	92.5	92.9	92.5	90.6	80.9	80.4	82.1	82.1

<sup>1</sup>Sample includes 1,603 institutions reporting tenure-track information.

TABLE 12

Percentage of Faculty with Tenure Status, by Affiliation, Academic Rank, and Gender, 1993-94<sup>1</sup>

Academic Rank	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.
	ALL COMBINED				MEN				WOMEN			
Professor	96.7	97.3	96.3	93.4	96.9	97.4	96.6	93.9	95.7	96.5	94.9	91.2
Associate	83.7	85.9	78.4	78.2	84.7	86.9	78.9	79.4	81.5	83.6	77.4	75.5
Assistant	16.0	18.1	7.6	14.8	15.7	17.6	7.8	14.8	16.4	18.9	7.3	14.7
Instructor	5.6	6.6	1.7	2.7	7.2	8.6	1.9	2.8	4.6	5.2	1.5	2.6
Lecturer	2.4	2.6	1.5	1.4	3.5	3.9	1.8	1.5	1.5	1.6	1.3	1.4
No Rank	<u>19.6</u>	<u>13.7</u>	<u>28.7</u>	<u>28.7</u>	<u>24.0</u>	<u>16.8</u>	<u>35.1</u>	<u>34.1</u>	<u>13.9</u>	<u>9.8</u>	<u>20.7</u>	<u>19.6</u>
All Combined	63.7	65.2	61.8	57.1	71.1	72.6	69.2	64.4	46.8	48.1	44.5	42.3

<sup>1</sup>See note to Table 11.

TABLE 13

Percentage Distribution of Faculty by Rank, Category, and Affiliation, 1993-94<sup>1</sup>

Academic Rank	CATEGORY I				CATEGORY IIA				CATEGORY IIB			
	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.
Professor	41.5	40.6	46.8	35.2	34.9	36.0	33.3	29.7	29.3	28.7	31.3	28.4
Associate	28.1	28.7	24.2	32.6	27.7	26.5	31.3	31.1	28.1	27.8	28.2	28.3
Assistant	23.4	23.5	22.3	26.0	28.1	27.5	27.7	32.7	32.0	30.9	30.6	33.6
Instructor	3.4	3.7	2.6	2.8	6.1	6.6	4.7	5.1	7.2	8.9	4.9	7.9
Lecturer	3.0	2.9	3.4	2.7	2.3	2.7	1.1	0.9	1.1	2.0	1.0	0.6
No Rank	<u>0.6</u>	<u>0.6</u>	<u>0.6</u>	<u>0.7</u>	<u>0.2</u>	<u>0.8</u>	<u>2.0</u>	<u>0.6</u>	<u>2.2</u>	<u>1.4</u>	<u>4.0</u>	<u>1.3</u>
All Combined	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

<sup>1</sup>Sample includes: 189, 491, and 704 categories I, IIA, and IIB, respectively.

TABLE 14

Percentage Distribution of Full-time Faculty by Category, Academic Rank, and Gender, 1993-94<sup>1</sup>

Category Academic Rank	All Combined		I		IIA		IIB		III	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Professor	30.8	5.6	36.8	4.7	28.8	6.1	23.9	5.5	19.3	9.2
Associate	19.5	8.4	20.7	7.3	19.3	8.4	18.4	9.8	15.0	11.5
Assistant	15.0	11.5	14.2	9.2	15.4	12.7	17.2	14.7	13.2	13.1
Instructor	2.5	3.6	1.3	2.1	2.4	3.7	3.0	4.3	8.1	9.5
Lecturer	1.0	1.2	1.4	1.6	1.1	1.2	0.5	0.7	0.3	0.6
No Rank	<u>0.5</u>	<u>0.4</u>	<u>0.3</u>	<u>0.3</u>	<u>0.5</u>	<u>0.4</u>	<u>1.4</u>	<u>0.7</u>	<u>0.1</u>	<u>0.2</u>
All Combined	69.3	30.7	74.9	25.1	67.5	32.5	64.4	35.6	56.0	44.0

<sup>1</sup>Sample includes 1,734 institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE V  
Female Faculty as a Percentage of Full-Time Faculty, by Category and Academic Rank<sup>1</sup>

Academic Rank	All Combined	CATEGORY			
		I	IIA	IIB	III
1994-95					
Professors	16.2	12.1	18.3	19.2	33.2
Associates	31.2	26.9	31.8	36.0	44.3
Assistants	44.7	41.0	46.2	47.2	50.8
Total	31.6	26.0	33.6	36.4	44.9
1989-90					
Professors	12.8	8.7	14.5	16.3	29.4
Associates	26.4	23.0	26.4	29.8	40.0
Assistants	39.5	34.9	40.5	43.6	50.0
Total	27.4	22.2	28.9	32.7	41.8

<sup>1</sup> Sample includes 1,672 institutions in 1989-90 and 1,729 in 1994-95.

United States. This year more than 2,200 institutions participated in the survey and are included in the basic results in Table I and in some of the other tables. The survey generating these data was conducted by Maryse Eymonerie, who also prepared all of the detailed tables following this report as well as the appendixes. The other members of the Committee on the Economic Status of the Profession and I thank her for her work on this project.

A large number of people commented on the report, and many offered suggestions for changes, both deletions and additions. Many of these comments were very worthwhile but were impossible to implement because the data are not available in any form. Nonetheless, my colleagues and I are happy to receive suggestions. This year, in addition to several other association members, former members of the committee Ronald Ehrenberg (Economics, Cornell University), W. Lee Hansen (Economics, University of Wisconsin-Madison), and Hirschel Kasper (Economics, Oberlin College), and current members Estelle Gellman (Psychology, Hofstra University), Mary Houska (Economics, Hollins College), and Craig Swan (Economics, University of Minnesota-Twin Cities) helped to improve the report. AAUP General Secretary Mary Burgan's interest in the work of the committee during the past eight months is greatly appreciated.

DANIEL S. HAMERMESH (Economics)  
University of Texas at Austin  
Chair, Committee Z on the Economic Status of the Profession

#### NOTES

<sup>1</sup> Almost all of the data discussed in this report were collected, processed, and tabulated for the American Association of University Professors by Maryse Eymonerie Associates of Hilton Head, S.C. The rest were processed by Adam Anderson of the University of Texas at Austin.

<sup>2</sup> Press release, February 1, 1995, CUPA.

<sup>3</sup> In the fifteen years there were 40,017 full-time workers in the sample. For each year I regressed the logarithm of usual weekly earnings on age and its square, usual weekly hours, and indicator variables for membership in the other four occupation groups. The topcoded values of earnings were multiplied by 1.5. I then calculated  $100\exp\{a_i\}$ , where the  $a_i$  are the coefficients on the indicator variables for the other four occupations. For the fifteen years taken together, 29 percent of the workers were college and university teachers, 17 percent health professionals, 12 percent natural scientists, 23 percent lawyers, and 19 percent engineers.

<sup>4</sup> I would have been surprised to receive the suggestions from an administrator in a high cost-of-living area or a faculty member in an expensive area.

<sup>5</sup> This is documented very clearly in Chinhui Juhn, Kevin Murphy, and Brooks Pierce, "Wage Inequality and the Rise in Returns to Skill," *Journal of Political Economy*, 101 (1993): 410-42.

<sup>6</sup> The curve represents predicted values from a regression that includes the year and a quadratic in the year as explanatory variables describing the standard deviation of the adjusted logarithms of usual weekly earnings.

<sup>7</sup> Despite these possible fears, I have never heard an administrator express concerns about an institution becoming "administered up" or about the growth of academic bureaucracies that has been clearly documented by, e.g., Barbara Bergmann, "Bloated Administration, Blighted Campuses," *Academe*, November-December 1991.

<sup>8</sup> American Council on Education, *Campus Trends*, 1993.

<sup>9</sup> See the evidence in Ronald Ehrenberg, "The Flow of New Doctorates," *Journal of Economic Literature*, 30 (1992): 830-75.



TABLE 11

Percentage of Full-Time Faculty on Tenure-Track Appointments, by Affiliation, Academic Rank, and Gender, 1994-95<sup>1</sup>

Academic Rank	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.		
	ALL COMBINED					MEN					WOMEN			
Professor	98.5	98.6	98.3	97.9	98.7	98.8	98.5	98.2	97.7	98.0	97.3	96.5		
Associate	96.6	97.0	95.6	95.7	96.9	97.2	96.2	95.9	95.9	96.4	94.5	95.3		
Assistant	85.9	87.2	84.5	81.6	86.9	88.2	85.9	81.7	84.7	86.0	82.8	81.4		
Instructor	34.9	34.5	30.8	40.2	36.0	36.0	30.9	39.8	34.2	33.5	30.8	40.4		
Lecturer	3.8	3.3	6.6	3.9	4.6	4.5	5.7	3.9	3.2	2.4	7.4	3.9		
No Rank	<u>23.1</u>	<u>17.6</u>	<u>31.5</u>	<u>39.2</u>	<u>27.6</u>	<u>20.3</u>	<u>38.8</u>	<u>47.1</u>	<u>17.6</u>	<u>14.3</u>	<u>22.7</u>	<u>27.5</u>		
All Comb.	88.3	88.4	88.7	87.4	91.7	92.0	91.9	90.3	80.8	80.3	81.6	81.9		

<sup>1</sup>Sample includes 1,581 institutions reporting tenure-track information.

TABLE 12

Percentage of Faculty with Tenure Status, by Affiliation, Academic Rank, and Gender, 1994-95<sup>1</sup>

Academic Rank	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.		
	ALL COMBINED					MEN					WOMEN			
Professor	97.2	97.4	98.1	94.3	97.5	97.6	98.6	94.8	95.6	96.3	95.2	92.0		
Associate	84.7	86.9	80.0	78.8	85.7	87.7	80.7	80.2	82.5	84.9	78.6	75.8		
Assistant	15.8	17.8	8.4	14.8	15.9	17.9	8.2	14.9	15.7	17.7	8.5	14.7		
Instructor	5.3	6.4	1.1	1.8	6.9	8.3	1.9	2.4	4.2	5.1	0.6	1.4		
Lecturer	1.8	1.9	1.2	1.8	2.7	3.0	1.2	1.7	1.0	0.9	1.3	2.0		
No Rank	<u>15.9</u>	<u>12.7</u>	<u>21.7</u>	<u>21.6</u>	<u>20.1</u>	<u>15.3</u>	<u>29.0</u>	<u>27.5</u>	<u>10.8</u>	<u>9.6</u>	<u>12.9</u>	<u>13.0</u>		
All Comb.	64.3	65.8	63.0	57.7	72.0	73.4	70.8	65.4	47.5	48.8	45.7	42.8		

<sup>1</sup>See note to Table 11.

TABLE 13

Percentage Distribution of Faculty by Rank, Category, and Affiliation, 1994-95<sup>1</sup>

Academic Rank	CATEGORY I				CATEGORY IIA				CATEGORY IIB				CATEGORY III			
	All Comb.	Public	Priv. Ind.	Ch.-Rel.	All Comb.	Public	Priv. Ind.	Ch.-Rel.	All Comb.	Public	Priv. Ind.	Ch.-Rel.	All Comb.	Public	Priv. Ind.	Ch.-Rel.
Professor	41.4	40.7	46.5	35.3	34.9	36.2	32.6	29.2	29.7	28.8	31.2	18.4	29.2	29.5	20.8	26.0
Associate	28.6	29.2	24.6	32.4	27.8	26.7	31.2	31.1	28.3	27.8	28.0	28.8	27.1	27.0	28.1	28.5
Assistant	22.9	22.9	21.9	26.1	27.9	27.2	28.3	32.6	32.0	31.8	30.5	33.3	26.4	26.2	30.6	26.8
Instructor	3.5	3.7	2.8	3.1	6.0	6.4	4.3	5.6	7.1	9.1	4.8	7.5	15.9	15.8	18.2	18.8
Lecturer	3.0	3.0	3.2	2.4	2.4	2.8	1.7	1.0	1.0	2.1	0.8	0.4	1.0	1.1	0.4	—
No Rank	0.6	0.6	0.2	0.7	0.9	0.8	1.9	0.6	1.9	0.4	3.7	1.5	0.4	0.3	1.9	—
All Combined	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

<sup>1</sup>Sample includes 1,729 institutions.

TABLE 14

Percentage Distribution of Full-Time Faculty by Category, Academic Rank, and Gender, 1994-95<sup>1</sup>

Category Academic Rank	All Combined		I		IIA		IIB		III	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Professor	30.6	5.9	36.4	5.0	28.5	6.4	24.0	5.7	19.5	9.7
Associate	19.4	8.8	20.9	7.7	18.9	8.8	18.1	10.2	15.1	12.0
Assistant	14.5	11.7	13.5	9.4	15.0	12.9	16.9	15.1	13.0	13.4
Instructor	2.4	3.5	1.4	2.1	2.3	3.7	2.9	4.2	4.6	9.0
Lecturer	1.0	1.3	1.4	1.6	1.1	1.4	0.4	0.5	0.4	0.6
No Rank	0.5	0.4	0.3	0.3	0.5	0.4	1.3	0.7	0.1	0.2
All Combined	68.4	31.6	74.0	26.0	66.4	33.6	63.6	36.4	55.1	44.9

<sup>1</sup>Sample includes 1,729 institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 11

Percentage of Faculty on Tenure-Track Appointments and Percentage of Faculty with Tenure Status, by Affiliation, Academic Rank, and Gender, 1995-96<sup>1</sup>

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	<i>TENURE-TRACK</i>				<i>TENURE STATUS</i>			
<i>MEN</i>								
Professor	98.7	98.8	98.0	99.0	97.1	97.5	96.7	95.1
Associate	96.9	97.3	96.3	95.7	86.4	88.6	81.9	79.7
Assistant	86.7	87.8	84.0	84.1	16.2	18.1	8.6	14.9
Instructor	36.0	36.1	25.1	43.1	6.8	8.2	0.8	2.0
Lecturer	4.7	4.5	5.8	4.7	2.0	2.2	0.4	2.0
No Rank	<u>22.5</u>	<u>18.0</u>	<u>25.1</u>	<u>48.6</u>	<u>16.2</u>	<u>13.7</u>	<u>18.6</u>	<u>27.9</u>
All Combined	91.7	91.8	91.4	91.6	72.4	73.8	71.2	66.0
<i>WOMEN</i>								
Professor	97.9	98.2	97.1	96.8	95.8	96.4	95.6	92.6
Associate	96.9	96.8	96.6	97.5	83.2	85.6	80.3	74.8
Assistant	85.0	87.0	80.2	81.6	15.6	17.8	8.7	14.4
Instructor	32.9	32.5	27.8	39.8	4.1	5.1	0.2	1.4
Lecturer	2.7	2.1	4.7	4.0	1.1	1.1	0.5	3.3
No Rank	<u>15.1</u>	<u>12.3</u>	<u>17.1</u>	<u>32.8</u>	<u>8.6</u>	<u>7.6</u>	<u>9.7</u>	<u>14.1</u>
All Combined	81.2	80.8	80.9	83.3	48.3	49.5	47.1	43.5
<i>MEN AND WOMEN COMBINED</i>								
Professor	98.5	98.7	97.9	98.6	96.9	97.3	96.5	94.7
Associate	96.9	97.2	96.4	96.3	85.4	87.7	81.4	78.1
Assistant	85.9	87.4	82.2	82.9	16.0	18.0	8.6	14.6
Instructor	34.2	34.0	26.8	41.1	5.2	6.4	0.4	1.6
Lecturer	3.6	3.1	5.2	6.0	1.5	1.6	0.4	2.7
No Rank	<u>19.1</u>	<u>15.5</u>	<u>21.0</u>	<u>42.9</u>	<u>12.8</u>	<u>11.0</u>	<u>14.1</u>	<u>22.9</u>
All Combined	88.3	88.3	88.0	88.7	64.7	66.1	63.5	58.2

<sup>1</sup>Sample includes 1,587 institutions reporting tenure information.

TABLE 12

Percentage Distribution of Faculty, by Rank, Gender, Category, and Affiliation,  
1995-96<sup>1</sup>

Academic Rank	ALL COMBINED		PUBLIC		PRIVATE INDEPENDENT		CHURCH-RELATED	
	Men	Women	Men	Women	Men	Women	Men	Women
<i>CATEGORY I (Doctoral-Level)</i>								
Professor	36.3	5.2	35.6	5.0	41.4	6.3	30.3	4.8
Associate	20.8	7.9	21.4	8.0	17.3	7.0	23.2	9.7
Assistant	13.0	9.5	12.8	9.7	13.0	8.1	15.0	11.2
Instructor	1.4	2.1	1.5	2.4	1.1	1.2	1.2	1.6
Lecturer	1.4	1.6	1.3	1.6	1.6	1.8	0.9	1.5
No Rank	<u>0.4</u>	<u>0.3</u>	<u>0.3</u>	<u>0.3</u>	<u>0.6</u>	<u>0.6</u>	<u>0.5</u>	<u>0.1</u>
All Combined	73.2	26.8	73.0	27.0	75.1	24.9	71.1	28.9
<i>CATEGORY IIA (Comprehensive)</i>								
Professor	28.5	6.7	29.5	6.8	27.1	6.4	23.5	5.7
Associate	18.7	9.3	17.9	8.8	20.6	10.5	21.4	10.5
Assistant	14.5	12.9	14.3	12.4	13.9	13.5	16.7	15.4
Instructor	2.3	3.7	2.5	3.9	1.5	2.6	1.8	3.8
Lecturer	1.0	1.4	1.2	1.6	0.6	1.1	0.3	0.3
No Rank	<u>0.6</u>	<u>0.4</u>	<u>0.5</u>	<u>0.4</u>	<u>1.1</u>	<u>0.9</u>	<u>0.3</u>	<u>0.2</u>
All Combined	65.6	34.4	65.9	34.1	64.8	35.2	64.1	35.9
<i>CATEGORY IIB (General Baccalaureate)</i>								
Professor	24.1	6.1	23.2	5.8	25.8	7.0	23.3	5.6
Associate	18.2	10.6	18.7	9.6	17.7	11.0	18.3	10.8
Assistant	16.4	15.2	17.0	14.2	14.9	14.9	17.2	16.0
Instructor	2.8	3.9	4.0	4.9	1.7	2.9	2.9	4.1
Lecturer	0.6	0.6	0.9	1.2	0.4	0.6	0.2	0.3
No Rank	<u>1.0</u>	<u>0.6</u>	<u>0.3</u>	<u>0.2</u>	<u>1.9</u>	<u>1.2</u>	<u>0.8</u>	<u>0.4</u>
All Combined	62.2	37.1	64.1	35.9	62.3	37.7	62.7	37.3
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	18.5	9.6	18.8	9.7	12.1	8.1	15.4	10.9
Associate	15.0	12.1	15.0	12.1	13.8	12.4	13.4	12.6
Assistant	13.0	13.3	12.9	13.2	14.0	16.3	18.6	17.0
Instructor	7.7	9.2	7.7	9.2	7.3	11.4	4.0	7.7
Lecturer	0.5	0.7	0.5	0.7	0.1	0.3	—	0.4
No Rank	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>0.2</u>	<u>2.5</u>	—	—
All Combined	54.9	45.1	55.1	44.9	49.0	51.0	51.4	48.6
<i>CATEGORY IV (Colleges Without Ranks)</i>								
No Rank	63.4	36.6	63.5	36.5	33.7	66.3	58.8	41.2
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	30.5	6.2	31.0	6.2	32.9	6.6	24.7	5.5
Associate	19.3	9.1	19.4	8.9	18.2	9.2	20.1	10.5
Assistant	14.0	11.8	13.6	11.2	13.8	11.6	16.7	14.9
Instructor	2.4	3.5	2.7	3.8	1.5	2.2	2.3	3.6
Lecturer	1.0	1.3	1.2	1.5	1.0	1.2	0.4	0.5
No Rank	<u>0.5</u>	<u>0.4</u>	<u>0.4</u>	<u>0.3</u>	<u>1.1</u>	<u>0.9</u>	<u>0.6</u>	<u>0.3</u>
All Combined	67.7	32.3	68.1	31.9	68.4	31.6	64.7	35.3

<sup>1</sup>Sample includes 2,230 institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 11

Percentage Distribution of Faculty, by Academic Rank, Gender, Category, and Affiliation,  
1996-97<sup>1</sup>

	All Combined		Public		Private Independent		Church-Related	
Academic Rank	Men	Women	Men	Women	Men	Women	Men	Women
<i>CATEGORY I (Doctoral-Level)</i>								
Professor	36.2	5.5	35.6	5.3	41.4	6.5	30.2	5.1
Associate	20.7	8.5	21.3	8.6	17.2	7.3	23.7	10.3
Assistant	12.4	9.4	12.3	9.7	12.5	7.9	14.3	10.8
Instructor	1.3	2.0	1.3	2.2	1.0	1.0	1.2	1.4
Lecturer	1.4	1.7	1.4	1.7	1.9	1.9	0.9	1.4
No Rank	<u>0.4</u>	<u>0.4</u>	<u>0.3</u>	<u>0.3</u>	<u>0.7</u>	<u>0.7</u>	<u>0.4</u>	<u>0.2</u>
All Combined	72.5	27.4	72.2	28.8	74.6	25.3	70.8	29.2
<i>CATEGORY IIA (Comprehensive)</i>								
Professor	28.1	6.9	29.1	7.1	26.3	6.7	23.6	6.1
Associate	18.8	9.8	17.9	9.3	21.2	11.4	21.1	10.7
Assistant	14.4	13.1	14.1	12.5	14.0	13.5	16.1	15.7
Instructor	2.2	3.5	2.4	3.7	2.0	2.4	1.7	3.6
Lecturer	1.1	1.5	1.3	1.7	0.7	1.0	0.5	0.6
No Rank	<u>0.3</u>	<u>0.3</u>	<u>0.4</u>	<u>0.3</u>	<u>0.2</u>	<u>0.2</u>	<u>0.1</u>	<u>0.1</u>
All Combined	64.9	35.0	65.2	34.8	64.8	35.2	63.3	36.7
<i>CATEGORY IIB (General Baccalaureate)</i>								
Professor	23.9	6.5	22.7	6.1	26.4	7.6	22.8	5.8
Associate	18.2	11.2	18.7	10.1	17.6	11.5	18.4	11.7
Assistant	16.3	15.6	16.9	14.5	14.9	15.3	16.9	16.4
Instructor	2.8	4.0	3.4	4.7	2.0	3.3	3.0	4.1
Lecturer	0.5	0.7	1.2	1.4	0.5	0.6	0.2	0.3
No Rank	<u>0.2</u>	<u>0.2</u>	<u>0.3</u>	<u>0.2</u>	<u>0.1</u>	<u>0.2</u>	<u>0.1</u>	<u>0.2</u>
All Combined	61.9	38.0	63.1	36.9	61.5	38.5	61.5	38.5
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	19.6	11.1	19.8	11.3	13.5	7.9	13.1	7.3
Associate	14.1	12.1	14.1	12.1	13.5	14.7	14.6	11.7
Assistant	12.4	13.2	12.3	12.9	14.8	18.7	18.0	17.0
Instructor	6.9	8.4	6.9	8.0	7.0	8.9	4.8	12.6
Lecturer	0.4	0.7	0.5	0.8	0.1	0.2	—	0.5
No Rank	<u>0.7</u>	<u>0.7</u>	<u>0.7</u>	<u>0.7</u>	<u>0.2</u>	<u>0.4</u>	—	<u>0.5</u>
All Combined	54.1	45.9	54.3	45.7	49.1	50.9	50.5	49.5
<i>CATEGORY IV (Institutions without Ranks)</i>								
No Rank	52.1	47.9	51.5	48.5	59.8	40.1	65.5	34.5
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	30.3	6.6	30.8	6.7	32.6	6.9	24.5	5.8
Associate	19.1	9.6	19.1	9.3	18.4	9.7	20.2	11.1
Assistant	13.6	11.8	13.1	11.3	13.6	11.7	16.2	15.0
Instructor	2.3	3.3	2.5	3.6	1.7	2.2	2.3	3.5
Lecturer	1.1	1.4	1.2	1.6	1.1	1.3	0.5	0.6
No Rank	<u>0.4</u>	<u>0.3</u>	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>	<u>0.2</u>	<u>0.2</u>
All Combined	66.8	33.2	67.2	32.8	67.8	32.2	63.8	36.2

<sup>1</sup>Sample includes 2,235 institutions. For definitions of categories, see Explanation of Statistical Data preceding Appendix 1.

—Sample too small to be meaningful.

SURVEY REPORT TABLE 11

Percentage of Faculty on Tenure-Track Appointments and Percentage of Faculty with Tenure Status, by Affiliation, Academic Rank, and Gender, 1997-98

Academic Rank	All Combined	Public	Private- Independent	Church- Related	All Combined	Public	Private- Independent	Church- Related
TENURE TRACK					TENURE STATUS			
<i>MEN</i>								
Professor	97.8	97.8	97.8	97.6	97.3	97.8	96.5	95.1
Associate	96.2	96.7	94.4	95.9	87.4	89.4	83.1	81.8
Assistant	86.1	86.6	82.2	85.6	19.6	19.7	18.4	19.4
Instructor	50.3	49.2	61.1	63.0	25.7	26.1	18.8	24.7
Lecturer	25.3	26.1	20.8	26.7	23.1	25.7	10.4	20.0
No Rank	<u>87.2</u>	<u>87.6</u>	<u>77.1</u>	<u>86.4</u>	<u>72.9</u>	<u>73.5</u>	<u>66.3</u>	<u>61.1</u>
All Combined	90.0	90.2	88.9	90.1	72.6	74.1	70.4	66.7
<i>WOMEN</i>								
Professor	97.3	97.6	96.4	97.2	96.2	96.8	95.4	93.7
Associate	95.3	95.8	93.6	94.9	85.2	87.2	82.3	79.1
Assistant	83.6	84.4	81.1	80.8	20.1	20.4	18.5	19.4
Instructor	41.6	40.3	47.3	74.1	18.8	18.8	15.4	23.5
Lecturer	17.1	16.0	21.0	15.4	14.2	15.7	11.0	10.3
No Rank	<u>85.9</u>	<u>86.1</u>	<u>75.7</u>	<u>91.6</u>	<u>68.0</u>	<u>68.7</u>	<u>54.2</u>	<u>58.0</u>
All Combined	79.8	79.5	80.0	81.6	51.4	53.0	48.6	45.9
<i>MEN AND WOMEN COMBINED</i>								
Professor	97.7	97.8	97.6	97.5	97.1	97.6	96.3	94.8
Associate	95.9	96.4	94.1	95.5	86.7	88.7	82.8	80.9
Assistant	84.9	85.6	81.7	83.4	19.8	20.1	18.5	19.4
Instructor	45.3	44.0	54.1	68.5	21.8	21.9	17.1	24.1
Lecturer	20.5	20.5	20.9	18.5	17.8	20.2	10.8	13.0
No Rank	<u>86.6</u>	<u>86.9</u>	<u>76.5</u>	<u>88.3</u>	<u>70.7</u>	<u>71.3</u>	<u>61.3</u>	<u>59.9</u>
All Combined	86.5	86.5	86.0	87.1	65.4	66.9	63.4	59.3

Note: Sample includes 1,839 reporting institutions representing 2,228 campuses reporting tenure information. For definitions of categories, see Explanation of Statistical Data on pages 38-39 of this issue of *Academe*.

SURVEY REPORT TABLE 12

Percentage Distribution of Faculty, by Rank, Gender, Category, and Affiliation, 1997-98

Academic Rank	All Combined		Public		Private-Independent		Church-Related	
	Men	Women	Men	Women	Men	Women	Men	Women
<i>CATEGORY I (Doctoral-Level)</i>								
Professor	35.6	5.7	34.8	5.5	40.4	6.7	30.5	5.0
Associate	20.3	8.7	20.8	8.8	17.1	7.6	22.8	10.2
Assistant	12.3	9.3	12.2	9.6	12.5	7.8	13.8	10.5
Instructor	1.5	2.1	1.5	2.4	1.3	1.4	1.2	1.4
Lecturer	1.6	2.0	1.6	2.0	1.9	2.0	0.9	1.5
No Rank	<u>0.4</u>	<u>0.4</u>	<u>0.3</u>	<u>0.4</u>	<u>0.6</u>	<u>0.6</u>	<u>1.4</u>	<u>0.9</u>
All Combined	71.7	28.3	71.3	28.7	73.8	26.2	70.5	29.5
<i>CATEGORY IIA (Comprehensive)</i>								
Professor	27.3	7.4	28.5	7.7	24.8	6.7	23.9	6.5
Associate	18.1	10.1	17.2	9.6	20.2	11.7	20.5	10.7
Assistant	14.2	13.4	13.9	12.8	14.2	14.5	15.9	15.6
Instructor	2.3	3.7	2.4	3.8	2.0	2.8	1.7	3.7
Lecturer	1.1	1.4	1.3	1.7	0.7	1.1	0.6	0.6
No Rank	<u>0.6</u>	<u>0.4</u>	<u>0.6</u>	<u>0.5</u>	<u>0.8</u>	<u>0.4</u>	<u>0.2</u>	<u>0.1</u>
All Combined	63.6	36.4	63.9	36.1	62.7	37.3	62.7	37.3
<i>CATEGORY IIB (General Baccalaureate)</i>								
Professor	24.0	6.7	21.3	6.2	27.2	7.9	23.3	6.1
Associate	18.1	11.3	18.6	10.1	17.3	11.7	18.4	11.8
Assistant	16.1	15.1	16.7	14.5	14.8	14.3	16.7	16.1
Instructor	2.7	3.7	3.4	4.8	1.7	2.4	2.9	4.0
Lecturer	0.6	0.8	1.2	1.6	0.5	0.8	0.3	0.3
No Rank	<u>0.5</u>	<u>0.4</u>	<u>1.0</u>	<u>0.7</u>	<u>0.7</u>	<u>0.7</u>	<u>0.1</u>	<u>0.1</u>
All Combined	61.9	38.1	62.2	37.8	62.2	37.8	61.6	38.4
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	19.9	12.0	20.4	12.3	9.5	5.5	11.6	10.7
Associate	14.0	12.8	14.1	12.7	11.4	16.4	15.8	14.3
Assistant	11.1	12.4	10.9	12.1	16.1	22.8	16.1	11.9
Instructor	6.9	8.0	6.9	7.9	7.2	9.4	6.9	11.6
Lecturer	0.4	0.5	0.4	0.5	0.1	0.3		
No Rank	<u>0.9</u>	<u>0.9</u>	<u>0.9</u>	<u>0.9</u>	<u>0.6</u>	<u>0.6</u>		<u>0.9</u>
All Combined	53.3	46.7	53.6	46.4	44.9	55.1	50.4	49.6
<i>CATEGORY IV (Institutions without Ranks)</i>								
No Rank	52.8	47.2	52.3	47.8	59.5	40.5	65.3	34.7
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	30.0	6.9	30.3	7.1	32.3	7.1	24.8	6.0
Associate	18.7	9.9	18.8	9.6	17.9	9.9	19.9	11.2
Assistant	13.3	11.7	12.8	11.2	13.6	11.5	15.9	14.8
Instructor	2.4	3.4	2.6	3.6	1.7	2.2	2.3	3.4
Lecturer	1.2	1.5	1.3	1.7	1.2	1.4	0.5	0.6
No Rank	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>0.6</u>	<u>0.6</u>	<u>0.4</u>	<u>0.3</u>
All Combined	66.2	33.8	66.3	33.7	67.4	32.6	63.6	36.4

Note: Sample includes 1,839 reporting institutions representing 2,228 campuses. For definitions of categories, see Explanation of Statistical Data on pages 38-39 of this issue of *Academe*. An empty cell denotes that no data were reported for a particular rank-gender-category-affiliation combination.

**APPENDIX A**

**Status of Women Faculty in Higher Education**

Report Card on Title IX at 25

"Employment"



# 25

## Employment

| [Back to Report Card](#) |

### C-

The hearings leading up to the passage of Title IX were replete with statistical and anecdotal information highlighting the second-class status of women working in educational institutions. At that time, employment for women in education was characterized by:

- ☐ lack of tenure in colleges and universities, particularly elite institutions;
- ☐ nepotism rules that locked women out of teaching positions where their husbands were employed;
- ☐ slower promotion rates than those of their male counterparts;
- ☐ smaller salaries than those of their male colleagues;
- ☐ little access to high-level administrative positions; and
- ☐ virtually no opportunities to head colleges and universities, even in women's institutions.

After 25 years of Title IX and a Supreme Court decision declaring that Title IX prohibits employment discrimination based on sex in education, there has been progress, but there is much room for improvement. Notably, a pattern so evident at the time lawmakers debated Title IX persists: namely, women's numbers tend to decrease as the rank in the career ladder or the prestige of the educational institution increases. Women still have a long way to go to attain full equality with men in employment in educational institutions.

**Women on Faculties.** Before Title IX, career opportunities for women in education were concentrated in elementary and secondary classrooms across the country. At the hearings for Title IX, there was testimony that women were about 68 percent of teachers in elementary and secondary schools, 22 percent of elementary school principals, and just 4 percent of high school principals. In addition, witnesses testified that the National Education Association (NEA) found only two women among 13,000 school superintendents.

In higher education, the picture was no better. In the early 1970s, women comprised about 18 percent of the teaching faculty in colleges and universities in this country, clustered primarily in institutions that served women. For example, women accounted for 40 percent of the faculties in teachers' colleges.

<b>Percentage of Women Teaching in Higher Education</b>		
Status	1970	1993
Full Professors	8.7	17
Assistant Professors	19.4	30
Associate Professors	15.1	42
Instructors	32.5	49

Twenty-five years after Title IX's enactment, women have improved their numbers on faculties, but remain significantly underrepresented in top positions. During the 1993-94 school year, the most recent year for which data is available, approximately 73 percent of elementary and secondary school teachers were women, but only 35 percent of school principals were women.

Women now make up less than 30 percent of all faculty members in colleges and universities, which is particularly striking since women earn closer to 40 percent of all doctoral degrees. Women are most numerous at two-year public colleges, making up 37.9 percent of faculty members, and are least represented on faculties at private four-year colleges and universities with significant research facilities, where they are only 19.5 percent of the faculty. Before Title IX, women were 10 percent of the faculty at such institutions.

In addition to making up a minority of the teaching faculty at colleges and universities around the country, women generally have remained in the lower faculty ranks, just as was true before Title IX's enactment. A study by the NEA cited during Title IX's hearings found that women made up 32.5 percent of instructors, 19.4 percent of assistant professors, 15.1 percent of associate professors, and 8.7 percent of full professors. Only 9 percent of women who embarked on college teaching careers attained the rank of full professor at that time. Women were promoted far more slowly than their male counterparts, and they often lacked tenure.

In 1993, women were 17 percent of all full professors, 30 percent of associate professors, 42 percent of assistant professors, and 49 percent of instructors. Women of color made up 1.9 percent of full-time professors. Forty-one percent of all female faculty were employed part-time, compared to 29 percent of male faculty. In 1994, 72 percent of all male teachers were tenured, compared to only 48 percent of female faculty.

**Women in Administration.** When Title IX became law, women were noticeably absent at the administrative level in educational institutions across the country. Women reached the rank of department chair at the absurdly low level of less than one percent. The number of women college presidents—less than 150—was incredibly low, even at women's colleges.

Today, more than 450 educational institutions are headed by women. However, there are approximately 3,400 institutions of higher learning in this country, which means fully 87 percent are headed by men. Women administrators are more likely than men to hold positions in external affairs and student services than in executive, administrative, and academic affairs. Within each of these administrative categories, women on average are employed at lower ranks and earn lower salaries than their male counterparts. Salary differences are especially prevalent in the upper ranks.

**Wage Gaps.** Equal pay for equal work has not been a reality for women employed in educational

institutions. Before Title IX, women received smaller salaries than their male colleagues at all faculty ranks, and the wage gaps increased as they progressed up the career ladder. During the hearings on Title IX, there was testimony that women professors received an average salary of \$11,649, compared to \$12,768 for men.

Women still have not achieved parity 25 years later. According to the American Association of University Professors, the average salary for women full professors for academic year 1996-1997 was \$60,681. In contrast, male full professors earned on average \$69,569. Women thus earned only 87 percent of the salaries received by their male counterparts. Similar gaps exist for women associate and assistant professors: women associate professors earned only 93 percent of the salaries earned by their male counterparts, and women assistant professors earned 93 percent. Thus, 25 years after Title IX became law, women are still being paid significantly less than their male counterparts.

#### **Room for Improvement**

- ☐ **Women are less than 35 percent of school principals.**
- ☐ **Women are 17 percent of all full professors. Women of color are only 1.9 percent of full professors. Women are least represented at elite educational institutions, making up just 19.5 percent of the faculty.**
- ☐ **Research indicates that women faculty are evaluated more harshly by their colleagues and students than male faculty.**
- ☐ **Women head 13 percent of colleges and universities.**
- ☐ **Pay inequities persist: women full professors earn 87 percent of the salaries their male counterparts receive; women elementary school teachers earn 92 percent of the salaries their male counterparts receive.**

As in higher education, the salaries of women teachers and principals in elementary and secondary education continue to lag behind the salaries of their male counterparts. For example, the average base salary for full-time female teachers in public elementary schools during the 1993-94 school year was \$33,384, compared to \$36,182 for men; the average base salary for full-time female teachers in private elementary schools was \$21,657, compared to \$28,948 for men. Salaries for male and female principals in public elementary schools had the smallest discrepancy: women principals had an average salary of \$54,736 while male principals average \$54,922. In private elementary schools, the average salary for women principals was \$27,701, compared to \$32,039 for men.

The persistence of these disparities is troubling given that the Supreme Court ruled in 1982 in *North Haven Board of Education v. Bell* that Title IX prohibits sex discrimination in employment in federally funded education programs. Despite this decision, many lower courts have held that Title VII—the federal statute that prohibits discrimination in employment based on gender, among other characteristics—provides the exclusive remedy for individuals alleging employment discrimination based on sex in federally funded educational institutions. Some courts appear reluctant to allow plaintiffs to recover damages for employment discrimination under Title IX because the statute does not have a cap on damages (which Title VII does).

Title IX clearly was intended to protect women from discrimination by educational institutions in the employment context. Yet, despite this clear intent and a Supreme Court decision affirming this

proposition, women still lag behind men in nearly every aspect of faculty and administrative employment at educational institutions. While the gaps may have closed to some extent in the years since Title IX became law, significant disparities persist.

**Grade: C-**

### **Recommendations:**

- ☐ OCR should include employment issues in its enforcement efforts, including conducting compliance reviews, collecting data regarding the status of women employed in educational institutions, and referring cases of noncompliance to the Department of Justice.
- ☐ The Departments of Education and Justice and the Equal Employment Opportunity Commission should collaborate on reinstating data collection of employment data from elementary and secondary school systems, as well as the schools within such systems or districts. This practice was discontinued in 1996. In addition, similar efforts should be made regarding institutions of higher learning. Such data is critical for civil rights enforcement.
- ☐ Postsecondary institutions should gather their own statistical information, such as data regarding salaries, benefits, promotions, special perquisites, awards, grants, course load, advising load, and committee assignments, to determine if men and women at all ranks and within all units are treated equitably.
- ☐ Administrators at postsecondary institutions should monitor and train search committees so that they understand and can address the barriers to hiring women.
- ☐ Postsecondary institutions should ensure that each search committee includes an affirmative action 'advocate'—not necessarily a woman or a person of color—who works to ensure that the committee treats all candidates fairly.
- ☐ Postsecondary institutions should develop an exit interview process to solicit information about the climate for women and other issues from faculty members and staff who leave for other employment, whatever the reason.

### **References:**

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- ☐ *North Haven Board of Education v. Bell*, 456 U.S. 512 (1982).
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- ☐ Martha West, 'Women Faculty: Frozen in Time,' *Academe*, July–August 1995, Vol. 81, No. 4.

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## APPENDIX A

### Status of Women Faculty in Higher Education

"Tenure and Non-Tenure Tracks: The New Gender Lines." On Campus with Women 27.3 (1998): 1-2.

**IN FOCUS**

*This is the first of a two-part series on women, tenure, and pay equity.*

**Tenure and Non-Tenure Tracks: The New Gender Lines**

Several factors are converging to make the academic labor market one in which women have fewer opportunities for tenured positions. "As women are coming in to the profession, professional opportunities are declining and men are leaving the profession," says Ernst Benjamin, AAUP's Associate General Secretary and Director of Research. "The academy needs to stop shifting toward the use of non-tenure track positions and restore the professional standards."

Although women have made modest gains in tenure from 18% of all tenured faculty in 1975 to 24% in 1993, the proportion of all female faculty who hold tenure has declined from 24% to 19%. Benjamin finds that the biggest increase in appointments for women (142%) between 1975 and 1993 came from non-tenure track positions. He concludes that this increase, along with lagging tenure appointments "threatens to limit severely the quality of women's future participation in the profession."

Benjamin notes that while the tenure picture for women remains dubious, future male faculty will experience fewer tenure appointments than in the past. "The future for male faculty is foreshadowed by a decline in the number of men in non-tenured, tenure-track positions and an increase in the number of men in non-tenure track positions," he says.

**Finding solutions**

Mary Gray, an American University professor of mathematics who has studied the tenure gender gap from a statistical perspective notes that women have a higher probability of being hired into non-tenure track positions than men. "The academic labor market still views women in the workforce as transitory," she contends. "Women aren't viewed as having a long-term commitment to their careers."

She notes that the argument that women need a longer tenure clock because of their biological clock is flawed. "If women are given eight years to get tenure, then they are expected to do more and are given more work," Gray asserts. "The problem is that people in deci-

*continued on page 2*

## Tenure *continued from page 1*

sion-making positions—department chairs or senior faculty—are men or else they're women who are mired in the past. We just don't have a critical mass of enlightened women in those positions."

According to Gray, of the 70 to 80 Ph.D. granting departments in mathematics in the U.S., at no time has more than one been chaired by a woman. To achieve this critical mass in the sciences, a number of workshops are now being offered for women that provide information and guidance on what it takes to be a department chair.

With women constituting just under 25% of tenured faculty but almost half of part-time and non-tenure track faculty AAUP's Benjamin concludes, "The profession which is becoming increasingly two-tiered—tenure-track and non-tenure track—has a lower-tier that has grown egregiously with an 85% increase in part-time and 84% in full-time, non-tenure track, while the upper tier (tenured and probationary) has increased modestly at 12%.

"If the disproportionate growth of second-tier, non-tenure track positions continues to undercut the quality of professional oppor-

tunities available to new entrants, the future of the profession is bleak and, despite the slowing of male participation, many of the increasing numbers of women who have finally gained entry to the profession will not achieve the opportunities they had reason to expect."□

### Distribution of Tenured Faculty

Year	N of All Faculty	% of All Faculty	N of Women	Proportion of Women	% of All Female Faculty	N of Men	Proportion of Men	% of All Male Faculty
1975	227,562	35.9	41,259	18.1	23.9	186,303	81.9	40.5
1993	282,226	30.8	68,896	24.4	19.4	213,329	75.6	38.0

### Distribution of Non-Tenure Track Faculty

Year	N of All Faculty	% of All Faculty	N of Women	Proportion of Women	% of All Female Faculty	N of Men	Proportion of Men	% of All Male Faculty
1975	81,010	12.8	27,398	33.8	15.9	53,611	66.2	11.6
1993	148,929	16.3	66,345	44.5	18.7	82,584	55.5	14.7

*From AAUP based on NCES "Fall Staff in Postsecondary Institutions," 1993.*

"Tenure and Non-Tenure Tracks: The New Gender Lines." On Campus with Women 27.3 (1998): 1-2.

## APPENDIX B

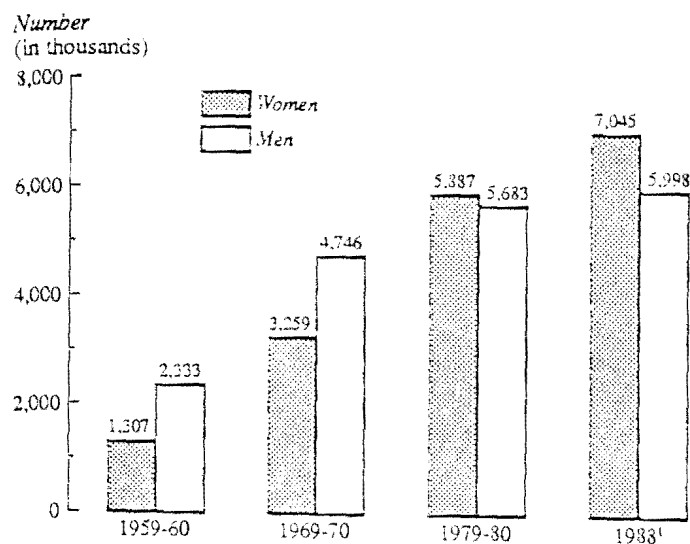
### Educational Attainment by Women

Ries, Paula, and Anne J. Stone, eds. The American Woman 1992-93: A Status Report. New York: W.W. Norton, 1992.

- |            |  |
|------------|--|
| Figure 5-3 | Total College Enrollment by Sex of Student, Selected Years, 1959/60 to 1988  |
| Figure 5-4 | Total Undergraduate College Enrollment by Sex and Race of Student, 1976 and 1988 (percent distribution)                  |
| Table 5-4  | Female/Male Undergraduate College Enrollment by Race of Student, 1976 and 1988 (percent distribution)                    |
| Figure 5-7 | Postsecondary Degree Attainment by Sex of Student, Selected Years, 1959/60 to 1988/89                                    |
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| Table 5-5  | First Professional Degree Attainment of Women Students by Race, 1976/77 and 1988/89                                      |
| Table 5-6  | Undergraduate Degree Attainment in Various Fields by Sex of Student, Selected Years, 1959/60 to 1988/89 (in percentages) |



Figure 5-3 • TOTAL COLLEGE ENROLLMENT BY SEX OF STUDENT, SELECTED YEARS, 1959/60 to 1988



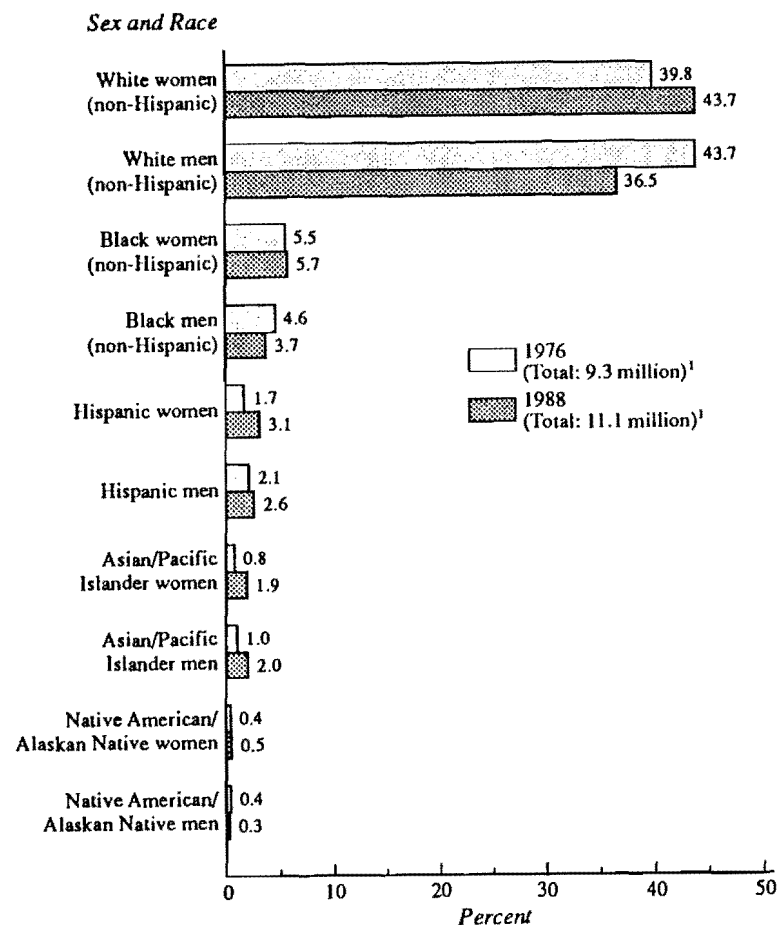
<sup>1</sup>Preliminary data.

Source: National Center for Education Statistics, *Digest of Education Statistics 1990*, February 1991, Tables 156 and 157.

Figure 5-3

Since 1959, the number of females enrolled in colleges and universities has increased dramatically, and in 1988, more women were enrolled in college than men.

Figure 5-4 • TOTAL UNDERGRADUATE COLLEGE ENROLLMENT BY SEX AND RACE OF STUDENT, 1976 AND 1988 (percent distribution)



<sup>1</sup>Excludes nonresident aliens.

Source: National Center for Education Statistics, *Digest of Education Statistics 1990*, February 1991, Table 191.

From The American Woman 1992-93: A Status Report

Table 5-4 • FEMALE/MALE UNDERGRADUATE COLLEGE ENROLLMENT BY RACE OF STUDENT, 1976 AND 1988 (percent distribution)

Race	Female		Male	
	1976	1988 <sup>1</sup>	1976	1988 <sup>1</sup>
White (non-Hispanic)	82.4	79.7	84.4	80.9
Black (non-Hispanic)	11.5	10.4	9.0	8.2
Hispanic	3.6	5.7	4.0	5.7
Asian/Pacific Islander	1.8	3.5	1.9	4.5
Native American/Alaskan Native	0.8	0.8	0.7	0.7
Total percent	100.0	100.0	100.0	100.0
Total number (in thousands) <sup>2</sup>	4,475	6,089	4,801	5,010

<sup>1</sup>Preliminary data.

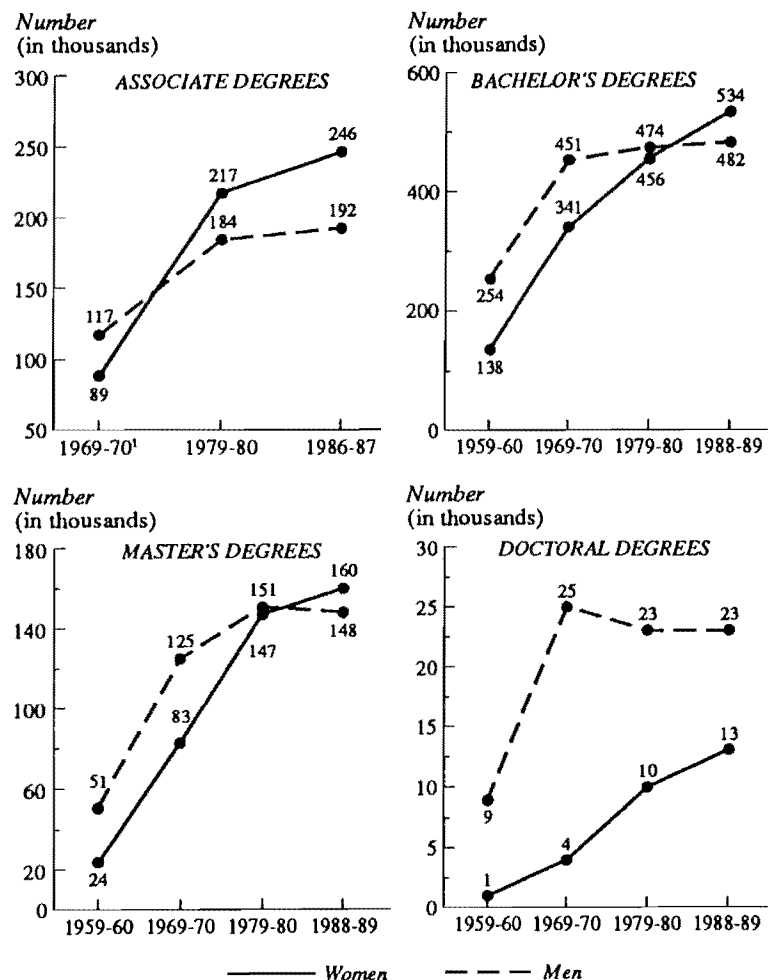
<sup>2</sup>Excludes nonresident aliens.

Source: National Center for Education Statistics, *Digest of Education Statistics 1990*, February 1991, Table 191.

Figure 5-4 and Table 5-4

The undergraduate college student population increased in diversity from 1976 to 1988 as more women and ethnic minorities enrolled in colleges and universities. In 1988, one out of every five students was of minority background and over half of all students were female. The total number of women of all races enrolling in college rose during this time period, with Asian/Pacific Islander and Hispanic women experiencing the greatest increases.

Figure 5-7 • POSTSECONDARY DEGREE ATTAINMENT BY SEX OF STUDENT, SELECTED YEARS, 1959/60 to 1988/89



<sup>1</sup>Earliest data available.

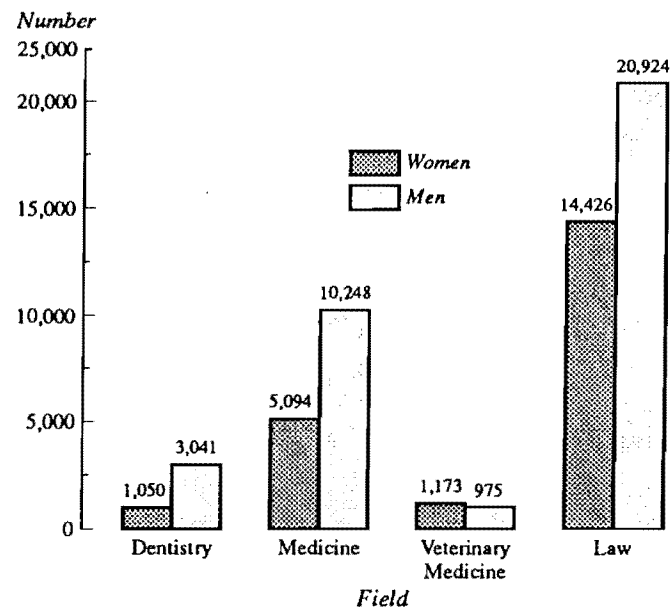
Source: National Center for Education Statistics, unpublished data, 1989 and *Digest of Education Statistics 1990*, February 1991, Table 156.

From *The American Woman 1992-93: A Status Report*

Figure 5-7

At all levels except doctoral, women surpassed men in postsecondary degree attainment. In 1989, females earned 57 percent of all associate degrees, 53 percent of all bachelor's degrees, and 52 percent of all master's degrees. They lagged behind males only at the highest degree level—earning 36 percent of all doctorates awarded in 1989.

Figure 5-8 • FIRST PROFESSIONAL DEGREE ATTAINMENT BY MAJOR FIELD AND SEX OF STUDENT, 1989<sup>1</sup>



<sup>1</sup>Excludes nonresident aliens.

Source: National Center for Education Statistics, unpublished data, 1989.

Figure 5-8 and Table 5-5

The number of females earning professional degrees is at an all-time high. In 1989, women earned 26 percent of all dentistry degrees, 33 percent of all medical degrees, 55 percent of all veterinary degrees, and 41 percent of all law degrees. While the proportion of dental, medical, and law degrees earned by women increased substantially from 1976 to 1989, this varied by race. Hispanic and Asian/Pacific Islander women made substantial gains, particularly in dentistry; the proportion of dental degrees awarded to these women quadrupled.

Source: U.S. Department of Health, Education and Welfare, Office for Civil Rights, Data on Earned Degrees Conferred by Institutions of Higher Education by Race, Ethnicity and Sex, Academic Year 1976-1977 and National Center for Education Statistics, unpublished data, 1989.

Race	1988-89				1976-77			
	Dentistry		Medicine		Law		1988-89	
White (non-Hispanic)	82.8	72.9	86.7	79.8	90.5	87.8		
Black (non-Hispanic)	12.0	7.4	9.5	7.8	5.8	5.7		
Hispanic	1.6	6.4	1.7	3.8	1.6	3.5		
Asian/Pacific Islander	3.0	12.8	1.9	8.0	1.7	2.5		
Native American/Alaskan Native	0.5	0.6	0.2	0.6	0.4	0.5		
Total percent	100.0	100.0	100.0	100.0	100.0	100.0		
Total number of degrees awarded to women	367	1,050	2,543	5,094	7,630	14,426		
Percent of all degrees awarded to women	7.3	25.7	19.1	33.2	22.5	40.8		

Table 5-6 • UNDERGRADUATE DEGREE ATTAINMENT IN VARIOUS FIELDS BY SEX OF STUDENT, SELECTED YEARS, 1959/60 TO 1988/89 (in percentages)

Field	1959-60		1969-70		1979-80		1988-89	
	Women	Men	Women	Men	Women	Men	Women	Men
Business/management	7.4	92.6	8.7	91.3	33.7	66.3	46.7	53.3
Computer sciences <sup>1</sup>	—	—	13.6	86.4	30.2	69.8	30.7	69.3
Education	71.1	28.9	75.0	25.0	73.8	26.2	77.7	22.3
English/literature <sup>2</sup>	62.3	33.7	66.9	33.1	66.1	33.9	66.8	33.2
Engineering	0.4	99.6	0.8	99.2	9.3	90.7	15.2	84.8
Health professions <sup>1</sup>	—	—	77.1	22.9	82.2	17.8	84.9	15.1
Biological sciences	25.2	74.8	27.8	72.2	42.1	57.9	50.2	49.8
Mathematics	27.2	72.8	37.4	62.6	42.3	57.7	46.0	54.0
Physical sciences	12.5	87.5	13.6	86.4	23.7	76.3	29.7	70.3
Psychology	40.8	59.2	43.3	56.7	63.3	36.7	70.8	29.2
Social sciences <sup>1</sup>	—	—	36.8	63.2	43.6	56.4	44.4	55.6
Visual/performing arts <sup>1</sup>	—	—	59.7	40.3	63.2	36.8	61.5	38.5

<sup>1</sup>Data are for 1970-71 rather than 1969-70.

<sup>2</sup>Data are for 1986-87 rather than 1988-89.

Source: National Center for Education Statistics, unpublished data, 1989 and *Digest of Education Statistics* 1990, February 1991, Tables 243, 245, 246, 247, 249, 252, 253, 255, 256, 258, 260, and 262.

## Section 5: Education

### Table 5-6

Since 1959 females have made significant inroads into traditionally male-dominated fields, earning bachelor's degrees in majors ranging from business to the sciences to engineering. In 1989, of the nontraditional fields shown in Table 5-6, the biological sciences had the highest proportion of degrees earned by women (50 percent) and engineering the lowest (15 percent). While 15 percent is hardly parity, it is a marked improvement over 1959 when women earned less than one percent of all engineering degrees. Women also made substantial gains in business and mathematics, earning 47 and 46 percent, respectively, of all degrees awarded in these majors in 1989.

**APPENDIX B**

**Educational Attainment by Women**

Report Card on Title IX at 25

"Access to Higher Education"

# TITLE IX 25

## Access to Higher Education

| [Back to Report Card](#) |

### B–

Title IX has made great inroads in higher education, providing women with much greater access to our nation's colleges and universities, which is as critical to their economic well-being and success today as it was in 1972 when Congress enacted the statute. Title IX has helped reduce sex discrimination, most notably in admissions standards, to the benefit of women and men alike. But other barriers to higher education persist, including sex segregation and disparities in financial aid awards, among others.

**Admissions.** Up until the 1970s, a great many of the nation's colleges and universities—and public—simply excluded women outright. Institutions that admitted women welcomed them with a maze of obstacles including quotas, requirements to live in limited on-campus housing, and tougher admissions criteria. Other colleges and universities strictly scrutinized whether women applicants were serious about pursuing a degree, based on their assumptions that women were most interested in marriage and children. In college interviews, women applicants to doctoral programs often had to explain how they would combine a career with a family. Admissions policies too frequently were guided by traditional attitudes about the 'proper' place of women and the widespread belief that women would drop out of school to take their 'rightful' place in the home. As a result, many colleges and universities limited women's entry to ensure that only the most 'committed' students—men—would have access to educational opportunities.

#### Title IX Snapshot

- ☐ **Harvard University, which opened its doors in 1636, did not admit women until 1943.**
- ☐ **The University of Virginia excluded women until 1970.**
- ☐ **The University of North Carolina limited the number of women by requiring them to live on campus, where there was little housing. Men, in contrast, could live anywhere they wanted.**
- ☐ **Women seeking admission to the New York State College of Agriculture in the early 1970s needed SAT scores 30 to 40 points higher than men.**

Twenty-five years later, most such overt practices have been eliminated throughout higher education. Women have walked through these newly opened doors of opportunity in ever increasing numbers across

the board:

Women clearly have made gains in achieving access to higher education, as these figures demonstrate. However, women still lag behind their male counterparts in earning doctoral and professional degrees, which is especially striking in light of the number of women receiving bachelor's degrees.

Percentage of Degrees Awarded to Women		
Degree	1971-72	1996-97 (Projected)
Associate of Arts	45	60
Bachelor of Arts	44	56
Master of Arts	41	51
Ph.D.	16	39
First Professional	6	40

**Financial Aid.** Twenty-five years ago, just as today, financial aid meant the difference between pursuing higher education and abandoning that dream. Prior to Title IX, many colleges and universities kept women from receiving this critical assistance by:

- ☐ restricting the most prestigious scholarships, such as the Rhodes Scholarship, to men;
- ☐ giving preference to men in the award of other scholarships, fellowships, and loans;
- ☐ withholding financial aid from women who were married, pregnant, or parenting, or from part-time students, who were more likely to be women;
- ☐ failing to allow for child care expenses; or
- ☐ tracking women into low paying work-study jobs.

Title IX meant an end to many policies and practices denying women financial aid. Over the past 25 years, financial aid programs have been modified to facilitate women's access into higher education, recognizing that many women must support not only themselves, but also their families, as they pursue degrees. Women make up almost 60 percent of part-time students and 58 percent of students over 24. Women who attend a postsecondary institution also are twice as likely as men to have dependents, and three times as likely to be single parents. To make higher education more accessible to these students, Congress enacted several key provisions in the 1986 reauthorization of the Higher Education Act. For example, Pell Grants and campus-based aid are now awarded to part-time students as well as full-time students. In addition, Pell Grants include an allowance for child care expenses as part of calculating the cost of attendance. Moreover, all students are allowed to waive the value of their home in the calculation of expected family contribution to determine eligibility for financial aid.

However, despite these advances, disparities still exist in the distribution of financial aid. For example, according to a 1997 study by the National Collegiate Athletic Association (NCAA), women athletes receive only 38 percent of scholarship dollars: for that year, men received a whopping \$1.5 million in athletics scholarships, compared to just \$634,689 for women. In addition, although Title IX allows educational institutions to take affirmative steps to remedy past discrimination, it also allows colleges and universities to exclude women from certain scholarships that have no remedial purpose whatsoever. Title IX's implementing regulation permits schools to administer scholarships created under a will, bequest, or



other legal instrument that is sex specific: for example, scholarships exist for male engineering students who are members of the Sigma Chi Fraternity, men from New Jersey, or men who attended certain high schools. Unlike many scholarships targeting women and people of color, these scholarships do not remedy past discrimination; in fact, they help men gain access to fields in which they already are well represented.

**Sex Segregation in Courses.** Even though growing numbers of women receive degrees in all levels of postsecondary education, they continue to be underrepresented in non-traditional fields that lead to greater earning power upon graduation. Women continue to be clustered in areas traditional for their gender. Data from 1992–1993, for example, show that women received 77 percent of the undergraduate education degrees, 73 percent of psychology degrees, and 66 percent of English degrees. In contrast, women earned only 26 percent of undergraduate degrees in computer and information sciences, 18 percent of the physics degrees, and fewer than 15 percent of all undergraduate engineering degrees. This pattern of sex segregation directly limits women's earning power upon graduation because careers in math and the sciences frequently result in higher pay. For example, in 1996 engineers had median weekly earnings of \$949; in contrast, elementary school teachers' median weekly earnings that year were \$662, about 30 percent less.

#### **Room for Improvement**

- ☐ **Women still lag behind men in earning doctoral and professional degrees.**
- ☐ **Disparities regarding athletics scholarships persist.**
- ☐ **Some scholarships still are reserved for men.**
- ☐ **Women are underrepresented in math and science, due, in large part, to the hostile environment many confront in these areas.**
- ☐ **Educational institutions are moving to dismantle affirmative action programs that have increased access to women and students of color.**
- ☐ **Low-income women have lost an avenue to higher education because of the new welfare law.**

Sex segregation is even more acute among women pursuing doctoral degrees, where they already are underrepresented. For the academic year 1993–94, women received 22 percent of all mathematics doctorate degrees, 15 percent of doctorates awarded in computers and information sciences, 12 percent of physics doctorate degrees, and only 11 percent of all doctorates awarded in engineering. Women earned doctorates in areas traditional for their gender, earning 61 percent of all psychology doctoral degrees, 60 percent of foreign language doctoral degrees, and 59 percent of education doctoral degrees. Women's underrepresentation in math and science-related fields affects more than their earning potential. It also limits the numbers of women university professors in these fields, who, in turn could encourage more young women to enter math and science programs.

The hostile environment many women encounter in the sciences, mathematics, and engineering no doubt plays a great role in women's underrepresentation in these fields. Research has shown that women pursuing math and sciences in higher education face outright hostility in too many instances:

- ☐ deliberate sabotaging of female students' experiments;
- ☐ constant comments that women do not belong in certain departments or schools;

- ☐ interspersing slide presentations with pictures of nude women, purportedly to 'liven up' the classroom; or
- ☐ sexual harassment in laboratory or field work, causing women to avoid these settings altogether.

Less blatant forms of sexism also are commonplace, and make the environment equally unpleasant. For example:

- ☐ Male faculty may be reluctant to work with women because they question their competence.
- ☐ Male students may exclude women from study groups and project teams.
- ☐ Male students who do work with women may try to dominate projects.
- ☐ Many faculty refuse to incorporate the work of women in math and science in the curriculum, reinforcing women's invisibility in these areas.

The 'chilly' climate for women, coupled with the small number of female faculty in math, sciences, and engineering, effectively limit women's access to these fields and, in so doing, close off important career alternatives for women.

**Limiting Access in the Future.** Recent policy developments threaten women's access to higher education, signaling a retrenchment of the progress made through 25 years of Title IX. For example, in 1996, the Congress and President Clinton approved a new welfare law that prohibits women receiving public assistance from attending a postsecondary institution as a means of meeting their work requirement. Prior to this law, states had the discretion to allow welfare recipients to attend a two-year or four-year college. These women are now denied a path that could lead to self-sufficiency.

In addition, recent assaults on affirmative action could mean the end of programs that have helped women redress past sex discrimination and enhanced their educational opportunities, particularly in areas where they have been and continue to be underrepresented, such as math and science. The 1996 passage of California Proposition 209 and the Hopwood v. State of Texas decision may give impetus to colleges and universities, in many cases unnecessarily, to dismantle the current policies and impede access to higher education for women and people of color.

**Grade: B-**

#### **Recommendations:**

- ☐ The U.S. Department of Education should submit an annual report to Congress detailing disbursement of financial aid, loans and grants, and awards in higher education disaggregated by race and gender. The Department also should provide recommendations for addressing disparities in financial aid distribution.
- ☐ The Department of Education and other federal agencies funding higher education programs should target Title IX enforcement to address discriminatory practices that discourage women from pursuing math and science majors.
- ☐ Educational institutions should provide opportunities to encourage women to enter math and science fields of study and develop programs designed to increase women's retention in these areas.
- ☐ Congress should amend the welfare law to allow women on welfare the opportunity to pursue postsecondary education and to allow college study and work study to count toward a welfare recipient's work requirement.
- ☐ The Department of Education should clarify legally acceptable forms of affirmative action in

education for women and people of color and encourage their use.

- Congress should restore funding to the Patricia Roberts Harris Fellowships to encourage women and students of color to enter master's, professional, and doctoral programs where they are underrepresented.

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## **APPENDIX B**

### **Educational Attainment by Women**

Holmes, Steven A. "Women Surpass Men in Educational Achievement,  
Census Reports." New York Times 30 June 1998: A18.

## Women Surpass Men in Educational Achievement, Census Reports

By STEVEN A. HOLMES

WASHINGTON, June 29 — The Census Bureau reported today for the first time that young women are completing high school and graduating from college at higher rates than their male peers.

The bureau said that in 1997, 89 percent of women ages 25 to 29 had finished high school, compared with 86 percent of men the same age. In addition, census officials said women in the 25 to 29 age group also led men when it came to college completion rates: 29 percent for women, compared with 26 percent for men.

Census officials said it was the second year that young women had outpaced men in educational attainment. But the bureau releases its report on education attainment only every two years, so 1997 marks the first year the higher educational achievement for young women has been reported.

Performance by young women and young men has been almost indistinguishable when it came to finishing high school or completing college in the 10-year period before 1996, Census Bureau researchers said.

But in the last two years, young

women have spurred ahead, creating for the first time in the country's history a cohort of women that is better educated than its male counterpart.

"We've seen the male and female heck and heck for a long time," said Jennifer Day, chief of the Census Bureau's Education and Social Stratification Branch, which compiled the report. "They've just started to pull ahead."

Over all, adult males are somewhat more educated than adult women, according to the report, titled, "Educational Attainment in the

United States: March 1997." About 82 percent of males and females 25 years and older have high school diplomas or general equivalency degrees. But about 26 percent of men in this large age group have graduated from college, compared with 22 percent of women.

Census Bureau officials cited a number of factors to explain why women are beginning to move ahead of men when it comes to educational achievement. More women are delaying both marriage and childbirth, two events that traditionally have caused women to halt their educa-

tion. And, of course, societal attitudes have changed drastically with regard to women earning college degrees and entering the professional work force.

In addition, a major factor in pushing up male school enrollment — large-scale United States military action — has been largely absent in recent years. Demographers say that wars tend to dramatically affect the number of men who enroll in school, either by enticing them to remain in school to avoid military service, or by providing G.I. educational benefits to the larger group of veterans that wartime conditions create.

Today's report also highlighted some other demographic trends in

education.

For example, it confirmed that young blacks, who reached the same level of high school completion rates as whites three years ago, maintained that parity.

Another noteworthy finding was the continued remarkable educational performance of Asian-Americans.

The report said that 50.5 percent of Asian-Americans in the 25-to-29 age range had completed college. That rate far outpaced the 28.9 percent college completion rate for non-Hispanic whites, the 14.4 percent rate for blacks and the 11 percent rate for Hispanic Americans.